

# **ANNUAL WORKFORCE REPORT**

Third Quarter

**FISCAL YEAR 2005-06**

**State of Michigan  
Department of Civil Service**



**Civil Service Commissioners:**

**Susan Grimes Munsell, Chairperson  
F. Thomas Lewand  
Sherry L. McMillan  
James P. Pitz**

**James D. Farrell, State Personnel Director**

**STATISTICAL HIGHLIGHTS**  
**Third Quarter FY 2005-06**

**PROFILE OF FULL-TIME CLASSIFIED EMPLOYEES**

Average Age .....	46.0
Average Annual Salary <sup>1</sup> .....	\$49,715
Average Years of Service .....	13.6

**WORK FORCE CHARACTERISTICS**

Females .....	50.9%
Males.....	49.1%
Eligible for Longevity .....	75.0%
Less than Six Years of Service .....	23.9%
Six to Ten Years of Service.....	21.0%
Over Ten Years of Service .....	55.1%
Exclusively Represented for Collective Bargaining.....	72.0%

**FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION**

American Indian .....	1.2%
Asian .....	1.2%
Black .....	17.1%
Hispanic .....	2.7%
White .....	77.5%
Not Disclosed .....	0.3%

<sup>1</sup> Average annual salary is calculated based on each employee's hourly rate of pay multiplied by 2,088 hours, regardless of their work schedule.

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## SECTION ONE

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# **TRENDS IN THE STATE CLASSIFIED WORKFORCE**

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Pay Period Number and Pay End Date    13   Jun 17, 2006

DEPARTMENT / PROCESS LEVEL		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
AGRICULTURE CENTRAL OFFICE	7901	477.0	7.0	13.0	27.0	17.0	35.0	576.0	0.5	575.5
<b>AGRICULTURE</b>		<b>477.0</b>	<b>7.0</b>	<b>13.0</b>	<b>27.0</b>	<b>17.0</b>	<b>35.0</b>	<b>576.0</b>	<b>0.5</b>	<b>575.5</b>
ATY GNRL CENTRAL OFFICE	1101	505.0	11.0	0.0	17.0	0.0	0.0	533.0	0.0	533.0
<b>ATTORNEY GENERAL</b>		<b>505.0</b>	<b>11.0</b>	<b>0.0</b>	<b>17.0</b>	<b>0.0</b>	<b>0.0</b>	<b>533.0</b>	<b>0.0</b>	<b>533.0</b>
LEGISLATIVE AUDITOR GENERAL	0301	100.0	0.0	11.0	28.0	0.0	9.0	148.0	0.0	148.0
<b>AUDITOR GENERAL</b>		<b>100.0</b>	<b>0.0</b>	<b>11.0</b>	<b>28.0</b>	<b>0.0</b>	<b>9.0</b>	<b>148.0</b>	<b>0.0</b>	<b>148.0</b>
CIV RGHT CENTRAL OFFICE	1501	115.0	0.0	0.0	10.0	0.0	1.0	126.0	0.0	126.0
<b>CIVIL RIGHTS</b>		<b>115.0</b>	<b>0.0</b>	<b>0.0</b>	<b>10.0</b>	<b>0.0</b>	<b>1.0</b>	<b>126.0</b>	<b>0.0</b>	<b>126.0</b>
CIV SERV CENTRAL OFFICE	1901	196.0	2.0	0.0	8.0	0.0	7.0	213.0	1.0	212.0
<b>CIVIL SERVICE</b>		<b>196.0</b>	<b>2.0</b>	<b>0.0</b>	<b>8.0</b>	<b>0.0</b>	<b>7.0</b>	<b>213.0</b>	<b>1.0</b>	<b>212.0</b>
DCH-CARO CENTER	3902	390.0	1.0	1.0	12.0	0.0	1.0	405.0	0.0	405.0
DCH-COM HEALTH CENTRAL OFFICE	3901	1,510.0	7.0	11.0	28.0	0.0	65.0	1,621.0	1.5	1,619.5
DCH-CTR FORENSIC PSYCHIATRY	3920	460.0	2.0	0.0	1.0	0.0	5.0	468.0	0.0	468.0
DCH-HAWTHORN CENTER NORTHVILLE	3906	188.0	3.0	0.0	1.0	0.0	2.0	194.0	0.0	194.0
DCH-HURON VALLEY CTR-ANN ARBOR	3904	255.0	3.0	0.0	0.0	0.0	0.0	258.0	0.0	258.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	3909	373.0	11.0	0.0	23.0	0.0	0.0	407.0	0.0	407.0
DCH - MT. PLEASANT CENTER	3912	444.0	0.0	6.0	59.0	0.0	0.0	509.0	0.0	509.0
DCH-NORTHVILLE PSYCH HOSPITAL	3914	0.0	0.0	0.0	1.0	0.0	0.0	1.0	0.0	1.0
DCH-OFFICE OF SERVICES TO TH	3970	29.0	0.0	1.0	5.0	0.0	0.0	35.0	0.0	35.0
DCH - SOUTHGATE CENTER	3928	0.0	0.0	0.0	3.0	0.0	0.0	3.0	0.0	3.0
DCH-WALTER P. REUTHER PSY HOSP	3945	421.0	0.0	0.0	1.0	0.0	0.0	422.0	0.0	422.0
<b>COMMUNITY HEALTH</b>		<b>4,070.0</b>	<b>27.0</b>	<b>19.0</b>	<b>134.0</b>	<b>0.0</b>	<b>73.0</b>	<b>4,323.0</b>	<b>1.5</b>	<b>4,321.5</b>
DOC-ADRIAN/GUS HARRISON FAC	4729	503.0	0.0	0.0	1.0	0.0	0.0	504.0	0.0	504.0
DOC-ALGER MAX SECURITY CORRECT	4735	341.0	1.0	0.0	1.0	0.0	0.0	343.0	0.0	343.0
DOC-BARAGA FACILITY	4740	410.0	2.0	0.0	1.0	0.0	0.0	413.0	0.0	413.0
DOC-BELLAMY CREEK FACILITY	4748	468.0	0.0	0.0	1.0	0.0	0.0	469.0	0.0	469.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	523.0	1.0	0.0	1.0	0.0	0.0	525.0	0.0	525.0
DOC-CARSON CITY FAC/CARSON CIT	4731	530.0	0.0	0.0	1.0	0.0	0.0	531.0	0.5	530.5

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Universe: HR HUMAN RESOURCES

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**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

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DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	556.0	1.0	0.0	1.0	0.0	0.0	558.0	0.0	558.0
DOC-COOPER STREET FACILITY	4752	369.0	0.0	0.0	1.0	0.0	0.0	370.0	0.0	370.0
DOC-CORRECTN CENTRAL OFFICE	4702	491.0	0.0	0.0	30.0	0.0	37.0	558.0	0.0	558.0
DOC-COTTON FACILITY	4720	434.0	0.0	1.0	1.0	0.0	0.0	436.0	0.0	436.0
DOC-CRANE FACILITY	4716	369.0	0.0	0.0	0.0	0.0	0.0	369.0	0.0	369.0
DOC-DEERFIELD CORRECTIONAL FCL	4719	206.0	0.0	0.0	1.0	0.0	0.0	207.0	0.0	207.0
DOC-EGELER FACILITY	4727	686.0	0.0	0.0	1.0	0.0	0.0	687.0	0.0	687.0
DOC-FIELD OPERATION REGION III	4763	547.0	13.0	0.0	3.0	0.0	0.0	563.0	0.0	563.0
DOC-FIELD OPERATIONS REGION I	4761	515.0	0.0	0.0	2.0	0.0	0.0	517.0	0.0	517.0
DOC-FIELD OPERATIONS REGION II	4762	577.0	2.0	4.0	3.0	0.0	0.0	586.0	0.0	586.0
DOC-HANDLON MI TRAINING UNT	4705	305.0	0.0	0.0	0.0	0.0	0.0	305.0	0.0	305.0
DOC-HURON VALLEY CORR COMPLEX	4715	721.0	4.0	0.0	1.0	0.0	0.0	726.0	0.0	726.0
DOC-IONIA MAXIMUM FACILITY	4724	322.0	0.0	0.0	1.0	0.0	0.0	323.0	0.0	323.0
DOC-JACKSON CENTRAL REGION	4750	90.0	0.0	0.0	0.0	0.0	0.0	90.0	0.0	90.0
DOC-KINROSS/HIAWATHA FACILITY	4712	561.0	0.0	0.0	1.0	0.0	0.0	562.0	0.5	561.5
DOC-LAKELAND MENS FACILITY	4718	282.0	0.0	0.0	0.0	0.0	0.0	282.0	0.0	282.0
DOC-MACOMB FACILITY	4741	318.0	1.0	0.0	1.0	0.0	0.0	320.0	0.5	319.5
DOC-MARQUETTE BRANCH PRISON	4706	400.0	0.0	0.0	1.0	0.0	0.0	401.0	0.0	401.0
DOC-MICHIGAN STATE INDUSTRIES	4709	190.0	0.0	0.0	0.0	0.0	3.0	193.0	0.0	193.0
DOC-MID MICHIGAN FACILITY	4733	605.0	0.0	0.0	1.0	0.0	0.0	606.0	0.0	606.0
DOC-MOUND FACILITY	4737	310.0	1.0	0.0	0.0	0.0	0.0	311.0	0.0	311.0
DOC-MUSKEGON FACILITY	4704	269.0	0.0	0.0	1.0	0.0	0.0	270.0	0.0	270.0
DOC-NEWBERRY FACILITY	4743	329.0	0.0	0.0	1.0	0.0	0.0	330.0	0.0	330.0
DOC-OAKS FACILITY	4739	365.0	0.0	0.0	2.0	0.0	0.0	367.0	0.0	367.0
DOC-OJIBWAY FACILITY	4746	278.0	1.0	0.0	1.0	0.0	0.0	280.0	0.0	280.0
DOC-PARNALL FACILITY	4751	273.0	0.0	1.0	1.0	0.0	0.0	275.0	0.5	274.5
DOC-PINE RIVER FACILITY	4744	233.0	0.0	0.0	1.0	0.0	0.0	234.0	0.0	234.0
DOC-PUGSLEY FACILITY	4745	256.0	1.0	0.0	1.0	0.0	0.0	258.0	0.0	258.0
DOC-RIVERSIDE FACILITY	4711	427.0	0.0	0.0	0.0	0.0	0.0	427.0	0.0	427.0

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DOC-RYAN FACILITY	4738	320.0	0.0	0.0	2.0	0.0	0.0	322.0	0.0	322.0
DOC-SAGINAW FACILITY	4742	364.0	2.0	0.0	1.0	0.0	0.0	367.0	0.0	367.0
DOC-SCOTT FACILITY	4721	334.0	0.0	0.0	1.0	0.0	1.0	336.0	0.0	336.0
DOC-SOUTHERN MICHIGAN FACILITY	4753	415.0	0.0	0.0	0.0	0.0	0.0	415.0	0.0	415.0
DOC-STANDISH MAXIMUM FACILITY	4734	428.0	1.0	0.0	2.0	0.0	0.0	431.0	0.0	431.0
DOC-THUMB FACILITY	4725	348.0	0.0	0.0	1.0	0.0	0.0	349.0	0.0	349.0
<b>CORRECTIONS</b>		<b>16,268.0</b>	<b>31.0</b>	<b>6.0</b>	<b>70.0</b>	<b>0.0</b>	<b>41.0</b>	<b>16,416.0</b>	<b>2.0</b>	<b>16,414.0</b>
EDUCATION	3103	258.0	7.0	4.0	27.0	70.0	1.0	367.0	1.5	365.5
<b>EDUCATION</b>		<b>258.0</b>	<b>7.0</b>	<b>4.0</b>	<b>27.0</b>	<b>70.0</b>	<b>1.0</b>	<b>367.0</b>	<b>1.5</b>	<b>365.5</b>
DEPARTMENT OF ENVIRONMENTAL QU	7601	1,377.0	10.0	14.0	39.0	0.0	78.0	1,518.0	4.5	1,513.5
<b>ENVIRONMENTAL QUALITY</b>		<b>1,377.0</b>	<b>10.0</b>	<b>14.0</b>	<b>39.0</b>	<b>0.0</b>	<b>78.0</b>	<b>1,518.0</b>	<b>4.5</b>	<b>1,513.5</b>
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	39.0	0.0	8.0	47.0	0.0	47.0
<b>EXECUTIVE OFFICE</b>		<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>39.0</b>	<b>0.0</b>	<b>8.0</b>	<b>47.0</b>	<b>0.0</b>	<b>47.0</b>
HISTORY ARTS AND LIBRARIES	2501	178.0	2.0	5.0	5.0	18.0	53.0	261.0	2.5	258.5
<b>HISTORY ARTS AND LIBRARIES</b>		<b>178.0</b>	<b>2.0</b>	<b>5.0</b>	<b>5.0</b>	<b>18.0</b>	<b>53.0</b>	<b>261.0</b>	<b>2.5</b>	<b>258.5</b>
DHS-BERRIEN COUNTY	4322	143.0	0.0	0.0	0.0	4.0	0.0	147.0	0.0	147.0
DHS-CALHOUN COUNTY	4323	128.0	0.0	0.0	2.0	0.0	0.0	130.0	0.0	130.0
DHS-COUNTIES	4308	2,027.0	4.0	1.0	101.0	33.0	3.0	2,169.0	1.5	2,167.5
DHS-DPT OF HUMAN SVCS CNTL OFC	4301	1,745.0	7.0	24.0	66.0	3.0	16.0	1,861.0	5.5	1,855.5
DHS-GENESEE COUNTY	4302	477.0	0.0	0.0	13.0	0.0	0.0	490.0	0.0	490.0
DHS-INGHAM COUNTY	4312	203.0	0.0	0.0	3.0	2.0	0.0	208.0	0.0	208.0
DHS - INSTITUTIONS	4307	286.0	1.0	28.0	17.0	0.0	1.0	333.0	0.0	333.0
DHS-JACKSON COUNTY	4315	115.0	0.0	0.0	7.0	0.0	0.0	122.0	0.0	122.0
DHS-KALAMAZOO COUNTY	4314	175.0	0.0	0.0	2.0	0.0	0.0	177.0	0.0	177.0
DHS-KENT COUNTY	4303	366.0	0.0	0.0	14.0	8.0	0.0	388.0	0.5	387.5
DHS-MACOMB COUNTY	4304	335.0	0.0	0.0	13.0	0.0	0.0	348.0	0.5	347.5
DHS-MAXEY TRAINING SCHOOL	4311	295.0	0.0	0.0	2.0	0.0	0.0	297.0	0.0	297.0
DHS-MUSKEGON COUNTY	4324	176.0	0.0	0.0	1.0	0.0	0.0	177.0	0.0	177.0

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DHS-OAKLAND COUNTY	4305	431.0	0.0	0.0	4.0	0.0	0.0	435.0	0.0	435.0
DHS-SAGINAW COUNTY	4313	220.0	0.0	0.0	1.0	0.0	0.0	221.0	0.0	221.0
DHS-WASHTENAW	4325	119.0	0.0	0.0	2.0	0.0	0.0	121.0	0.0	121.0
DHS-WAYNE COUNTY DSS	4306	121.0	0.0	0.0	8.0	0.0	0.0	129.0	0.0	129.0
DHS-WAYNE COUNTY O.C.Y.S.	4320	662.0	0.0	0.0	0.0	0.0	0.0	662.0	0.0	662.0
DHS-WAYNE COUNTY ZONE 3	4318	491.0	0.0	0.0	11.0	0.0	0.0	502.0	0.0	502.0
DHS-WAYNE COUNTY ZONE 4	4319	514.0	0.0	0.0	7.0	0.0	0.0	521.0	0.0	521.0
DHS-WAYNE COUNTY ZONE L	4316	351.0	0.0	0.0	9.0	0.0	0.0	360.0	0.0	360.0
<b>HUMAN SERVICES</b>		<b>9,380.0</b>	<b>12.0</b>	<b>53.0</b>	<b>283.0</b>	<b>50.0</b>	<b>20.0</b>	<b>9,798.0</b>	<b>8.0</b>	<b>9,790.0</b>
DEPT OF INFORMATION TECHNOLOGY	0801	1,661.0	5.0	2.0	29.0	0.0	56.0	1,753.0	0.0	1,753.0
<b>INFORMATION TECHNOLOGY</b>		<b>1,661.0</b>	<b>5.0</b>	<b>2.0</b>	<b>29.0</b>	<b>0.0</b>	<b>56.0</b>	<b>1,753.0</b>	<b>0.0</b>	<b>1,753.0</b>
DEPT OF LABOR/ECONOMIC GROWTH	6401	3,788.0	39.0	20.0	83.0	42.0	142.0	4,114.0	8.0	4,106.0
MES BOARD OF REVIEW	6415	15.0	0.0	0.0	1.0	0.0	0.0	16.0	0.0	16.0
STRATEGIC FUND	0740	150.0	3.0	12.0	8.0	0.0	60.0	233.0	1.0	232.0
<b>LABOR &amp; ECONOMIC GROWTH</b>		<b>3,953.0</b>	<b>42.0</b>	<b>32.0</b>	<b>92.0</b>	<b>42.0</b>	<b>202.0</b>	<b>4,363.0</b>	<b>9.0</b>	<b>4,354.0</b>
MGMT BUD CENTRAL OFFICE	0701	904.0	15.0	4.0	48.0	0.0	51.0	1,022.0	7.5	1,014.5
<b>MANAGEMENT &amp; BUDGET</b>		<b>904.0</b>	<b>15.0</b>	<b>4.0</b>	<b>48.0</b>	<b>0.0</b>	<b>51.0</b>	<b>1,022.0</b>	<b>7.5</b>	<b>1,014.5</b>
D.J. JACOBETTI HOME FOR VETERA	5103	141.0	5.0	2.0	0.0	4.0	2.0	154.0	1.0	153.0
GRAND RAPIDS HOME FOR VETERANS	5102	460.0	1.0	11.0	0.0	15.0	18.0	505.0	0.0	505.0
MIL AFFR CENTRAL OFFICE	5101	232.0	1.0	10.0	10.0	23.0	27.0	303.0	0.0	303.0
<b>MILITARY AFFAIRS</b>		<b>833.0</b>	<b>7.0</b>	<b>23.0</b>	<b>10.0</b>	<b>42.0</b>	<b>47.0</b>	<b>962.0</b>	<b>1.0</b>	<b>961.0</b>
DEPARTMENT OF NATURAL RESOURCE	7501	1,347.0	8.0	59.0	17.0	284.0	1,361.0	3,076.0	1.5	3,074.5
<b>NATURAL RESOURCES</b>		<b>1,347.0</b>	<b>8.0</b>	<b>59.0</b>	<b>17.0</b>	<b>284.0</b>	<b>1,361.0</b>	<b>3,076.0</b>	<b>1.5</b>	<b>3,074.5</b>
DEPARTMENT OF STATE	2301	1,298.0	0.0	349.0	18.0	0.0	149.0	1,814.0	0.0	1,814.0
<b>STATE</b>		<b>1,298.0</b>	<b>0.0</b>	<b>349.0</b>	<b>18.0</b>	<b>0.0</b>	<b>149.0</b>	<b>1,814.0</b>	<b>0.0</b>	<b>1,814.0</b>
STATE POLICE	5501	2,610.0	38.0	3.0	39.0	0.0	20.0	2,710.0	1.5	2,708.5
<b>STATE POLICE</b>		<b>2,610.0</b>	<b>38.0</b>	<b>3.0</b>	<b>39.0</b>	<b>0.0</b>	<b>20.0</b>	<b>2,710.0</b>	<b>1.5</b>	<b>2,708.5</b>
BRIDGE AUTHORITIES-INTERNATION	5903	32.0	0.0	0.0	4.0	0.0	16.0	52.0	0.0	52.0

MIDB Civil Service HWF04  
Universe: HR HUMAN RESOURCES

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Individuals sharing jobs can be part time, permanent intermittent, limited term, seasonal, or non-career. For this report, the actual number of employees who job share are divided in half.

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Pay Period Number and Pay End Date    13   Jun 17, 2006

DEPARTMENT / PROCESS LEVEL		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
BRIDGE AUTHORITIES-MACKINAC	5902	51.0	0.0	27.0	6.0	0.0	14.0	98.0	0.0	98.0
TRANSPORTATION CENTRAL OFFICE	5901	2,624.0	32.0	13.0	78.0	29.0	393.0	3,169.0	7.0	3,162.0
<b>TRANSPORTATION</b>		<b>2,707.0</b>	<b>32.0</b>	<b>40.0</b>	<b>88.0</b>	<b>29.0</b>	<b>423.0</b>	<b>3,319.0</b>	<b>7.0</b>	<b>3,312.0</b>
BUREAU OF STATE LOTTERY	2795	165.0	0.0	0.0	2.0	0.0	4.0	171.0	0.0	171.0
GAMING CONTROL	2707	85.0	1.0	1.0	7.0	0.0	12.0	106.0	0.5	105.5
TREASURY CENTRAL PAYROLL	2701	1,266.0	5.0	9.0	12.0	0.0	31.0	1,323.0	0.5	1,322.5
<b>TREASURY</b>		<b>1,516.0</b>	<b>6.0</b>	<b>10.0</b>	<b>21.0</b>	<b>0.0</b>	<b>47.0</b>	<b>1,600.0</b>	<b>1.0</b>	<b>1,599.0</b>
<b>STATEWIDE TOTAL</b>		<b>49,753.0</b>	<b>262.0</b>	<b>647.0</b>	<b>1,049.0</b>	<b>552.0</b>	<b>2,682.0</b>	<b>54,945.0</b>	<b>50.0</b>	<b>54,895.0</b>

MIDB Civil Service HWF04  
Universe: HR HUMAN RESOURCES

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Individuals sharing jobs can be part time, permanent intermittent, limited term, seasonal, or non-career. For this report, the actual number of employees who job share are divided in half.

## Full-Time Equated Employee Statistical Reporting System

### Full-Time Equated Position Report

DEPARTMENT		FTE Positions Fiscal Year 2006 Appropriated ( A )	FTE Positions 06/17/2006 ( B )	FTE Positions 03/25/2006 ( C )	Difference 06/17/2006 - 03/25/2006 ( B - C )	Difference 06/17/2006 - Appropriated ( B - A )
AGRICULTURE	Regular	691.0	547.7	557.9	-10.2	-143.3
	Overtime	0.0	0.8	1.2	-0.3	0.8
	Total	691.0	548.5	559.1	-10.6	-142.5
ATTORNEY GENERAL	Regular	560.0	528.7	523.0	5.7	-31.3
	Overtime	0.0	0.3	1.0	-0.7	0.3
	Total	560.0	529.0	524.0	5.0	-31.0
AUDITOR GENERAL	Regular	0.0	142.8	139.5	3.3	142.8
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	0.0	142.8	139.5	3.3	142.8
CIVIL RIGHTS	Regular	136.0	124.4	126.9	-2.5	-11.6
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	136.0	124.4	126.9	-2.5	-11.6
CIVIL SERVICE	Regular	240.5	205.1	207.7	-2.5	-35.4
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	240.5	205.1	207.7	-2.5	-35.4
COMMUNITY HEALTH	Regular	4,668.6	4,280.4	4,214.8	65.6	-388.2
	Overtime	0.0	125.7	106.8	18.9	125.7
	Total	4,668.6	4,406.0	4,321.5	84.5	-262.6
CORRECTIONS	Regular	17,510.2	16,353.4	16,512.4	-159.0	-1,156.8
	Overtime	0.0	1,040.8	840.0	200.8	1,040.8
	Total	17,510.2	17,394.2	17,352.4	41.8	-116.0
EDUCATION	Regular	417.5	338.2	366.2	-28.0	-79.3
	Overtime	0.0	0.9	2.5	-1.7	0.9
	Total	417.5	339.0	368.7	-29.7	-78.5
ENVIRONMENTAL QUALITY	Regular	1,567.2	1,473.5	1,457.3	16.2	-93.7
	Overtime	0.0	2.2	0.9	1.3	2.2
	Total	1,567.2	1,475.7	1,458.1	17.5	-91.5
EXECUTIVE OFFICE	Regular	74.2	47.3	44.9	2.4	-27.0
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	74.2	47.3	44.9	2.4	-27.0

# Full-Time Equated Employee Statistical Reporting System

## Full-Time Equated Position Report

DEPARTMENT		FTE Positions Fiscal Year 2006 Appropriated ( A )	FTE Positions 06/17/2006 ( B )	FTE Positions 03/25/2006 ( C )	Difference 06/17/2006 - 03/25/2006 ( B - C )	Difference 06/17/2006 - Appropriated ( B - A )
HISTORY ARTS AND LIBRARIES	Regular	232.0	240.4	199.1	41.4	8.4
	Overtime	0.0	0.2	0.0	0.2	0.2
	Total	232.0	240.7	199.1	41.6	8.7
HUMAN SERVICES	Regular	10,281.0	9,694.6	9,630.8	63.8	-586.4
	Overtime	0.0	149.6	106.5	43.1	149.6
	Total	10,281.0	9,844.2	9,737.3	106.9	-436.8
INFORMATION TECHNOLOGY	Regular	1,760.4	1,731.2	1,702.3	28.8	-29.2
	Overtime	0.0	21.5	22.1	-0.7	21.5
	Total	1,760.4	1,752.6	1,724.5	28.1	-7.8
LABOR & ECONOMIC GROWTH	Regular	4,351.5	4,251.3	4,177.4	73.9	-100.2
	Overtime	0.0	79.7	104.9	-25.2	79.7
	Total	4,351.5	4,331.1	4,282.3	48.7	-20.4
MANAGEMENT & BUDGET	Regular	745.0	1,007.4	1,001.4	6.0	262.4
	Overtime	0.0	9.2	10.1	-0.9	9.2
	Total	745.0	1,016.6	1,011.5	5.1	271.6
MILITARY AFFAIRS	Regular	1,016.0	940.6	910.2	30.4	-75.4
	Overtime	0.0	30.3	20.7	9.7	30.3
	Total	1,016.0	970.9	930.8	40.1	-45.1
NATURAL RESOURCES	Regular	2,073.5	2,831.2	1,575.5	1,255.6	757.7
	Overtime	0.0	32.2	10.4	21.9	32.2
	Total	2,073.5	2,863.4	1,585.9	1,277.5	789.9
STATE	Regular	1,853.8	1,641.6	1,610.4	31.3	-212.2
	Overtime	0.0	1.6	1.3	0.3	1.6
	Total	1,853.8	1,643.2	1,611.6	31.6	-210.6
STATE POLICE	Regular	2,897.0	2,676.6	2,682.2	-5.7	-220.4
	Overtime	0.0	111.7	131.6	-19.9	111.7
	Total	2,897.0	2,788.3	2,813.9	-25.6	-108.7
TRANSPORTATION	Regular	3,022.3	3,256.8	2,920.4	336.4	234.5
	Overtime	0.0	245.4	69.4	176.0	245.4
	Total	3,022.3	3,502.2	2,989.8	512.4	479.9

# Full-Time Equated Employee Statistical Reporting System

## Full-Time Equated Position Report

DEPARTMENT		FTE Positions Fiscal Year 2006 Appropriated ( A )	FTE Positions 06/17/2006 ( B )	FTE Positions 03/25/2006 ( C )	Difference 06/17/2006 - 03/25/2006 ( B - C )	Difference 06/17/2006 - Appropriated ( B - A )
TREASURY	Regular	1,691.5	1,585.0	1,589.5	-4.5	-106.5
	Overtime	0.0	1.8	1.2	0.6	1.8
	Total	1,691.5	1,586.8	1,590.7	-3.9	-104.7
STATEWIDE TOTALS	Total Regular	55,789.2	53,898.0	52,149.6	1,748.4	-1,891.2
	Total Overtime	0	1,853.9	1,430.5	423.4	1,853.9
	Grand Total	55,789.2	55,752.0	53,580.1	2,171.9	-37.2

Note: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Prior to FY2001 total overtime hours worked were multiplied by 1.5, then divided by 80). Overtime FTE's are not appropriated as a separate category.

Source: Appropriated Position Figures - DMB, Office of the Budget. FTE Positions - MAIN, MIDB.

### NUMBER AND PERCENT OF CLASSIFIED EMPLOYEES BY DEPARTMENT

DEPARTMENT	Pay Period Ending 3/25/2006		Pay Period Ending 6/17/2006	
	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES
Agriculture	591.5	1.1%	575.5	1.0%
Attorney General	527.0	1.0%	533.0	1.0%
Auditor General	145.0	0.3%	148.0	0.3%
Civil Rights	129.0	0.2%	126.0	0.2%
Civil Service	214.0	0.4%	212.0	0.4%
Community Health	4,289.5	8.1%	4,321.5	7.9%
Corrections	16,568.0	31.1%	16,414.0	29.9%
Education	369.5	0.7%	365.5	0.7%
Environmental Quality	1,517.5	2.9%	1,513.5	2.8%
Executive Office	47.0	0.1%	47.0	0.1%
History Arts and Libraries	226.5	0.4%	258.5	0.5%
Human Services	9,704.0	18.2%	9,790.0	17.8%
Information Technology	1,734.0	3.3%	1,753.0	3.2%
Labor and Economic Growth	4,333.5	8.1%	4,354.0	7.9%
Management and Budget	1,017.0	1.9%	1,014.5	1.8%
Military & Veterans Affairs	931.0	1.7%	961.0	1.8%
Natural Resources	1,683.5	3.2%	3,074.5	5.6%
State	1,840.0	3.5%	1,814.0	3.3%
State Police	2,711.5	5.1%	2,708.5	4.9%
Transportation	3,008.0	5.7%	3,312.0	6.0%
Treasury	1,619.0	3.0%	1,599.0	2.9%
TOTAL	53,206.0	100.0%	54,895.0	100.0%

Source: MAIN, MIDB Civil Service HWF03

Comments: Statewide the number of classified employees increased 3% from March 25, 2006 to June 17, 2006.

**FISCAL YEAR TO DATE AVERAGE NUMBER OF CLASSIFIED EMPLOYEES  
BY DEPARTMENT**

Table 1-4

**As of Pay End Date: 06/17/2006**

Department	Current Period Number of Employees
AGRICULTURE	556.5
ATTORNEY GENERAL	533.0
AUDITOR GENERAL	139.0
CIVIL RIGHTS	125.0
CIVIL SERVICE	210.0
COMMUNITY HEALTH	4,249.5
CORRECTIONS	16,374.0
EDUCATION	364.5
ENVIRONMENTAL QUALITY	1,435.5
EXECUTIVE OFFICE	40.0
HISTORY ARTS AND LIBRARIES	205.5
HUMAN SERVICES	9,786.0
INFORMATION TECHNOLOGY	1,697.0
LABOR & ECONOMIC GROWTH	4,152.0
MANAGEMENT & BUDGET	963.5
MILITARY AFFAIRS	920.0
NATURAL RESOURCES	1,733.5
STATE	1,665.0
STATE POLICE	2,688.5
TRANSPORTATION	2,888.0
TREASURY	1,560.0
<b>Sum:</b>	<b>52,286.0</b>

Department	Number of Pay Periods	FYTD Average Number of Employees
AGRICULTURE	19.0	577.4
ATTORNEY GENERAL	19.0	528.7
AUDITOR GENERAL	19.0	142.9
CIVIL RIGHTS	19.0	128.4
CIVIL SERVICE	19.0	211.1
COMMUNITY HEALTH	19.0	4,231.7
CORRECTIONS	19.0	16,505.9
EDUCATION	19.0	367.2
ENVIRONMENTAL QUALITY	19.0	1,430.6
EXECUTIVE OFFICE	19.0	44.6
HISTORY ARTS AND LIBRARIES	19.0	199.0
HUMAN SERVICES	19.0	9,775.5
INFORMATION TECHNOLOGY	19.0	1,684.8
LABOR & ECONOMIC GROWTH	19.0	4,123.5
MANAGEMENT & BUDGET	19.0	965.9
MILITARY AFFAIRS	19.0	921.8
NATURAL RESOURCES	19.0	1,628.1
STATE	19.0	1,679.2
STATE POLICE	19.0	2,693.8
TRANSPORTATION	19.0	2,874.7
TREASURY	19.0	1,561.7
<b>Sum:</b>		<b>52,276.7</b>

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, and non career in primary positions only, except for the following non-career appointments: STUDENT\_ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represent approximately 97% of all non-career appointments. For this report, the number of employees who Job Share are divided in half. Job Share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee.

## SECTION TWO

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# **CHARACTERISTICS OF CLASSIFIED EMPLOYEES**



# AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT

Table 2-1

PAY PERIOD ENDING JUNE 17, 2006

DEPARTMENT NAME	NUMBER OF EMPLOYEES	PERCENT OF CLASSIFIED EMPLOYEES	AVERAGE AGE	AVERAGE HOURLY PAY RATE	COUNT OF EMPLOYEES RECEIVING LONGEVITY	PERCENT OF DEPT. ELIGIBLE FOR LONGEVITY
AGRICULTURE	577	1%	45.5	\$25.50	394	68%
ATTORNEY GENERAL	533	1%	47.0	\$33.93	367	69%
AUDITOR GENERAL	148	0%	39.0	\$31.41	115	78%
CIVIL RIGHTS	126	0%	45.7	\$27.05	83	66%
CIVIL SERVICE	213	0%	47.3	\$26.95	166	78%
COMMUNITY HEALTH	4,353	8%	47.6	\$24.64	3,149	72%
CORRECTIONS	16,493	30%	44.2	\$22.91	13,732	83%
EDUCATION	367	1%	49.0	\$27.45	229	62%
ENVIRONMENTAL QUALITY	1,518	3%	45.2	\$26.77	1,143	75%
EXECUTIVE OFFICE	47	0%	34.9	\$21.59	5	11%
HISTORY ARTS AND LIBRARIES	261	0%	44.6	\$21.51	154	59%
HUMAN SERVICES	9,817	18%	47.3	\$23.22	7,933	81%
INFORMATION TECHNOLOGY	1,754	3%	45.9	\$28.61	1,371	78%
LABOR & ECONOMIC GROWTH	4,362	8%	46.9	\$24.83	2,913	67%
MANAGEMENT & BUDGET	1,022	2%	45.9	\$24.75	780	76%
MILITARY AFFAIRS	965	2%	46.2	\$21.02	682	71%
NATURAL RESOURCES	3,077	6%	39.2	\$16.85	1,287	42%
STATE	1,815	3%	45.7	\$20.76	1,312	72%
STATE POLICE	2,719	5%	41.5	\$26.76	2,280	84%
TRANSPORTATION	3,322	6%	42.1	\$23.37	2,116	64%
TREASURY	1,601	3%	46.0	\$24.78	1,081	68%
<b>STATEWIDE TOTALS</b>	<b>55,090</b>	<b>100%</b>	<b>45.0</b>	<b>\$23.61</b>	<b>41,292</b>	<b>75%</b>

**NOTE:** This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, workers compensation or non career in primary positions only.

**ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN INSURANCE PLANS BY DEPARTMENT**  
**PAY PERIOD ENDING JUNE 17, 2006**

Department	Total Employees	Health Insurance						Dental Insurance						Vision Insurance	
		State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventive Dental	%	State Sponsored Vision	%
AGRICULTURE	542	284	52%	221	41%	6	1%	499	92%	13	2%	3	1%	516	95%
ATTORNEY GENERAL	533	256	48%	235	44%	5	1%	493	92%	11	2%	3	1%	509	95%
AUDITOR GENERAL	139	30	22%	89	64%	7	5%	121	87%	2	1%	1	1%	126	91%
CIVIL RIGHTS	125	76	61%	44	35%	2	2%	120	96%	3	2%	1	1%	124	99%
CIVIL SERVICE	206	82	40%	109	53%	1	0%	190	92%	4	2%	0	0%	193	94%
COMMUNITY HEALTH	4,280	2,539	59%	1,433	33%	50	1%	3,930	92%	103	2%	16	0%	4,057	95%
CORRECTIONS	16,452	9,894	60%	5,486	33%	121	1%	15,272	93%	303	2%	34	0%	15,620	95%
EDUCATION	366	178	49%	146	40%	6	2%	327	89%	5	1%	5	1%	338	92%
ENVIRONMENTAL QUALITY	1,440	652	45%	687	48%	22	2%	1,332	93%	30	2%	5	0%	1,371	95%
EXECUTIVE OFFICE	39	23	59%	10	26%	0	0%	36	92%	1	3%	0	0%	37	95%
HISTORY ARTS AND LIBRARIES	208	99	48%	95	46%	1	0%	192	92%	4	2%	1	0%	196	94%
HUMAN SERVICES	9,797	5,533	56%	3,652	37%	93	1%	9,007	92%	315	3%	32	0%	9,355	95%
INFORMATION TECHNOLOGY	1,698	648	38%	916	54%	26	2%	1,524	90%	61	4%	6	0%	1,599	94%
LABOR & ECONOMIC GROWTH	3,988	1,998	50%	1,688	42%	63	2%	3,605	90%	165	4%	16	0%	3,803	95%
MANAGEMENT & BUDGET	1,144	381	33%	674	59%	16	1%	1,050	92%	21	2%	4	0%	1,077	94%
MILITARY AFFAIRS	918	381	42%	479	52%	11	1%	874	95%	3	0%	1	0%	881	96%
NATURAL RESOURCES	1,716	1,175	68%	397	23%	36	2%	1,583	92%	12	1%	13	1%	1,616	94%
STATE	1,666	821	49%	737	44%	24	1%	1,549	93%	43	3%	10	1%	1,605	96%
STATE POLICE	2,699	2,034	75%	524	19%	20	1%	2,569	95%	24	1%	4	0%	2,599	96%
TRANSPORTATION	2,899	1,604	55%	1,102	38%	39	1%	2,725	94%	30	1%	9	0%	2,771	96%
TREASURY	1,554	597	38%	821	53%	31	2%	1,398	90%	59	4%	7	0%	1,466	94%
<b>STATEWIDE TOTALS:</b>	<b>52,409</b>	<b>29,285</b>	<b>56%</b>	<b>19,545</b>	<b>37%</b>	<b>580</b>	<b>1%</b>	<b>48,396</b>	<b>92%</b>	<b>1,212</b>	<b>2%</b>	<b>171</b>	<b>0%</b>	<b>49,859</b>	<b>95%</b>

**NOTE:** This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers compensation in primary positions only.

**ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT**  
**PAY PERIOD ENDING JUNE 17, 2006**

Department	Total Employees	Disability Insurance				Life Insurance				Long Term Care Insurance	
		CMI	%	Reliastar	%	United of Omaha	%	United Of Omaha Reduced Life	%	Met Life	%
AGRICULTURE	542	467	86%	0	0%	506	93%	37	7%	79	15%
ATTORNEY GENERAL	533	435	82%	0	0%	514	96%	18	3%	96	18%
AUDITOR GENERAL	139	124	89%	0	0%	119	86%	19	14%	28	20%
CIVIL RIGHTS	125	112	90%	0	0%	113	90%	12	10%	22	18%
CIVIL SERVICE	206	194	94%	0	0%	193	94%	13	6%	77	37%
COMMUNITY HEALTH	4,280	3,885	91%	0	0%	4,053	95%	227	5%	513	12%
CORRECTIONS	16,452	15,578	95%	0	0%	15,960	97%	499	3%	953	6%
EDUCATION	366	269	73%	0	0%	337	92%	29	8%	70	19%
ENVIRONMENTAL QUALITY	1,440	1,239	86%	0	0%	1,319	92%	120	8%	243	17%
EXECUTIVE OFFICE	39	18	46%	0	0%	32	82%	7	18%	1	3%
HISTORY ARTS AND LIBRARIES	208	174	84%	0	0%	189	91%	19	9%	53	25%
HUMAN SERVICES	9,797	9,190	94%	0	0%	9,273	95%	521	5%	1,338	14%
INFORMATION TECHNOLOGY	1,698	1,426	84%	43	3%	1,601	94%	92	5%	268	16%
LABOR & ECONOMIC GROWTH	3,988	3,468	87%	4	0%	3,707	93%	273	7%	594	15%
MANAGEMENT & BUDGET	1,144	1,014	89%	1	0%	1,079	94%	65	6%	180	16%
MILITARY AFFAIRS	918	798	87%	0	0%	882	96%	33	4%	78	8%
NATURAL RESOURCES	1,716	1,473	86%	0	0%	1,617	94%	98	6%	186	11%
STATE	1,666	1,473	88%	0	0%	1,571	94%	96	6%	238	14%
STATE POLICE	2,699	2,439	90%	1,676	62%	2,545	94%	109	4%	216	8%
TRANSPORTATION	2,899	2,556	88%	0	0%	2,710	93%	185	6%	304	10%
TREASURY	1,554	1,354	87%	0	0%	1,449	93%	102	7%	223	14%
<b>STATEWIDE TOTALS:</b>	<b>52,409</b>	<b>47,686</b>	<b>91%</b>	<b>1,724</b>	<b>3%</b>	<b>49,769</b>	<b>95%</b>	<b>2,574</b>	<b>5%</b>	<b>5,760</b>	<b>11%</b>

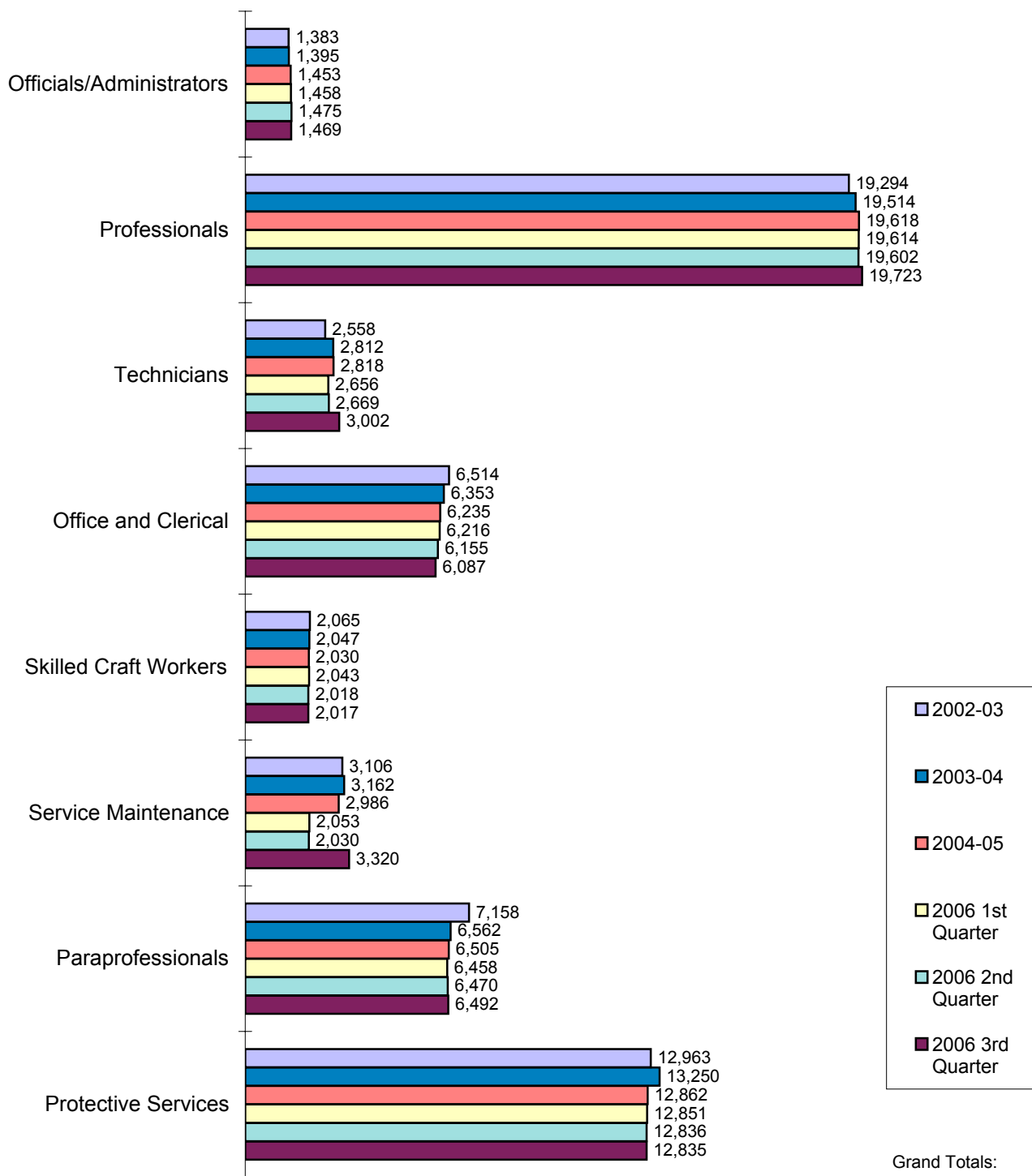
**NOTE:** This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers compensation in primary positions only.

**Age Distribution for Classified Employees by Department**  
**Pay Period Ending: June 17, 2006**

Department	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE	1	20	49	51	36	93	83	132	74	28	8	1	576
ATTORNEY GENERAL	0	3	24	51	64	75	85	104	85	39	3	0	533
AUDITOR GENERAL	1	16	18	18	24	24	22	16	7	2	0	0	148
CIVIL RIGHTS	0	0	11	20	12	11	20	21	24	7	0	0	126
CIVIL SERVICE	1	2	12	18	15	29	38	42	42	11	2	1	213
COMMUNITY HEALTH	20	100	203	251	325	457	864	1,151	692	209	45	6	4,323
CORRECTIONS	6	172	802	1,840	2,784	3,028	3,013	2,738	1,601	361	63	8	16,416
EDUCATION	0	2	24	21	25	25	68	93	76	28	4	1	367
ENVIRONMENTAL QUALITY	10	63	109	115	140	218	256	346	197	55	8	1	1,518
EXECUTIVE OFFICE	2	10	8	9	2	7	4	1	2	1	1	0	47
HISTORY ARTS AND LIBRARIES	4	24	10	20	30	37	36	37	42	16	3	2	261
HUMAN SERVICES	1	69	540	891	941	1,005	1,630	2,520	1,699	414	69	19	9,798
INFORMATION TECHNOLOGY	11	53	75	139	173	274	352	351	258	60	6	1	1,753
LABOR & ECONOMIC GROWTH	17	171	264	309	374	436	753	925	780	257	49	28	4,363
MANAGEMENT & BUDGET	12	40	56	64	88	125	184	281	140	27	5	0	1,022
MILITARY AFFAIRS	6	38	38	68	95	134	183	225	123	35	11	6	962
NATURAL RESOURCES	307	503	240	249	255	270	366	399	283	106	56	42	3,076
STATE	7	85	108	137	146	251	321	418	264	64	9	4	1,814
STATE POLICE	0	32	224	453	530	539	425	322	146	30	7	2	2,710
TRANSPORTATION	80	332	264	284	354	455	544	544	344	97	14	7	3,319
TREASURY	5	45	110	114	155	222	301	341	224	62	17	4	1,600
<b>Statewide Total:</b>	<b>491</b>	<b>1,780</b>	<b>3,189</b>	<b>5,122</b>	<b>6,568</b>	<b>7,715</b>	<b>9,548</b>	<b>11,007</b>	<b>7,103</b>	<b>1,909</b>	<b>380</b>	<b>133</b>	<b>54,945</b>
<b>Average Age:</b>	<b>19.1</b>	<b>22.6</b>	<b>27.8</b>	<b>32.7</b>	<b>37.5</b>	<b>42.6</b>	<b>47.7</b>	<b>52.5</b>	<b>57.2</b>	<b>61.9</b>	<b>66.9</b>	<b>74.0</b>	<b>45.0</b>

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career, in primary positions only.

**EMPLOYMENT TREND OF JOB CATEGORIES**  
**Fiscal Years 2001-02 through Third Quarter 2005-06**



Grand Totals:

2002-03 Year End: 55,041  
 2003-04 Year End: 55,095  
 2004-05 Year End: 54,507  
 2005-06 1st Quarter: 53,349  
 2005-06 2nd Quarter: 53,255  
 2005-06 3rd Quarter: 54,945

Source: MAIN MIDB Civil Service HWF27

**ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY**

Pay Period Ending Date: June 17, 2006

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	12	16	28
ALGER	374	8	382
ALLEGAN	192	59	251
ALPENA	121	21	142
ANTRIM	21	3	24
ARENAC	347	12	359
BARAGA	432	23	455
BARRY	85	35	120
BAY	275	62	337
BENZIE	18	10	28
BERRIEN	365	70	435
BRANCH	734	13	747
CALHOUN	314	29	343
CASS	72	8	80
CHARLEVOIX	21	72	93
CHEBOYGAN	81	79	160
CHIPPEWA	1,275	85	1,360
CLARE	45	27	72
CLINTON	113	26	139
CRAWFORD	269	132	401
DELTA	211	54	265
DICKINSON	49	9	58
EATON	2,945	238	3,183
EMMET	77	49	126
GENESEE	792	111	903
GLADWIN	43	10	53
GOGEBIC	278	22	300
GRAND TRAVERSE	551	69	620
GRATIOT	898	15	913
HILLSDALE	57	6	63
HOUGHTON	113	38	151
HURON	36	54	90
INGHAM	9,856	1,248	11,104
IONIA	1,899	48	1,947
IOSCO	46	48	94
IRON	112	26	138
ISABELLA	569	90	659
JACKSON	2,688	97	2,785
KALAMAZOO	1,001	117	1,118
KALKASKA	52	7	59
KENT	1,616	140	1,756
KEWEENAW	1	23	24
LAKE	42	6	48
LAPEER	438	28	466
LEELANAU	2	6	8

## ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay Period Ending Date: June 17, 2006

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	766	58	824
LIVINGSTON	562	80	642
LUCE	376	32	408
MACKINAC	131	129	260
MACOMB	1,214	77	1,291
MANISTEE	415	29	444
MARQUETTE	859	80	939
MASON	36	32	68
MECOSTA	70	7	77
MENOMINEE	43	30	73
MIDLAND	74	11	85
MISSAUKEE	49	3	52
MONROE	158	54	212
MONTCALM	635	16	651
MONTMORENCY	49	18	67
MUSKEGON	1,100	81	1,181
NEWAYGO	68	14	82
OAKLAND	1,088	223	1,311
OCEANA	52	66	118
OGEMAW	57	24	81
ONTONAGON	25	24	49
OSCEOLA	55	2	57
OSCODA	30	6	36
OTSEGO	245	40	285
OTTAWA	173	77	250
OUT OF STATE	54	5	59
PRESQUE ISLE	18	19	37
ROSCOMMON	133	53	186
SAGINAW	1,053	49	1,102
SANILAC	51	15	66
SCHOOLCRAFT	83	31	114
SHIAWASSEE	78	11	89
STATEWIDE	856	55	911
ST CLAIR	223	72	295
ST JOSEPH	86	9	95
TUSCOLA	479	33	512
VAN BUREN	229	43	272
WASHTENAW	1,704	81	1,785
WAYNE	6,666	250	6,916
WEXFORD	172	50	222
<b>Grand Total:</b>	<b>49,753</b>	<b>5,338</b>	<b>55,091</b>

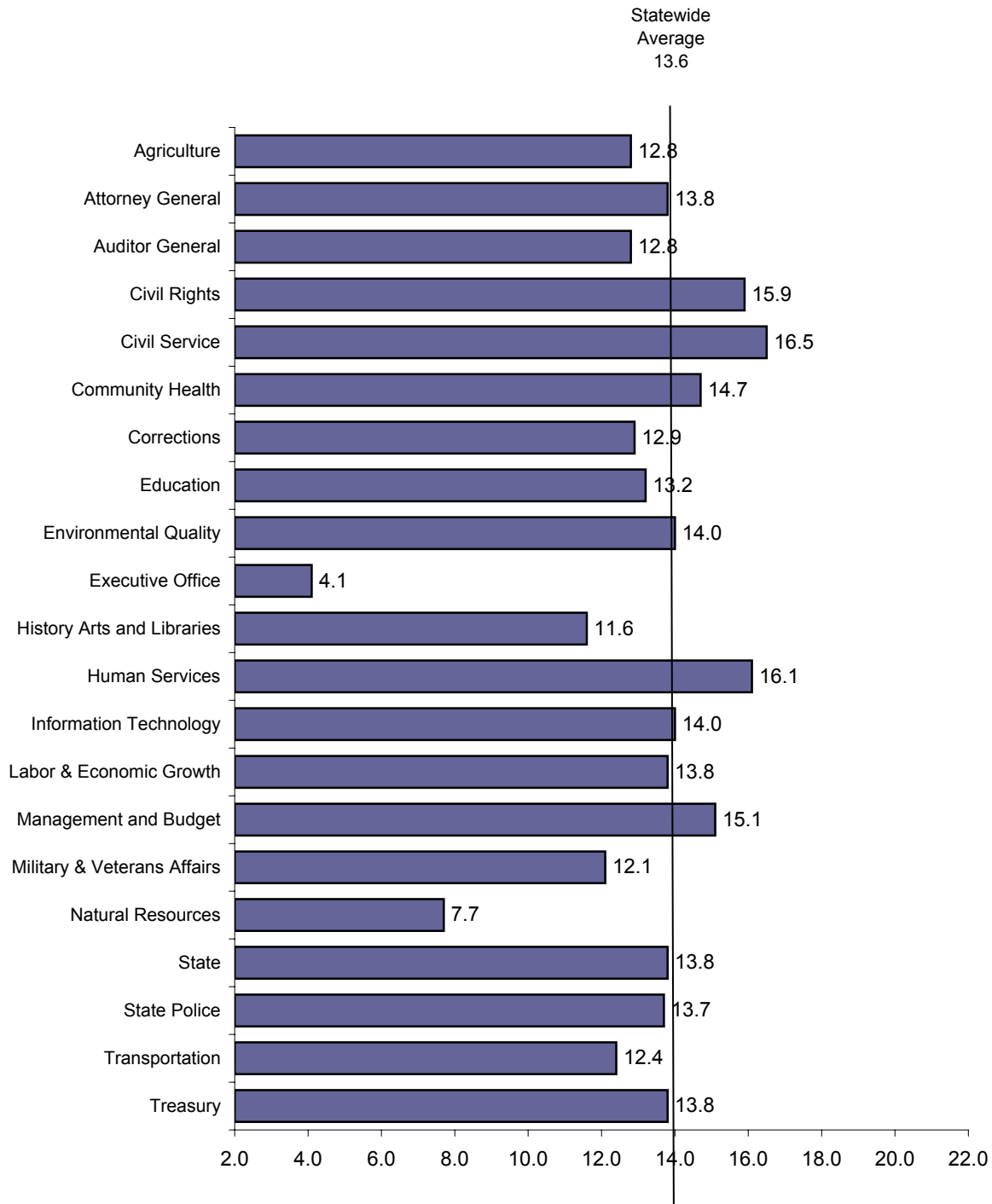
This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

## SECTION THREE

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### **EMPLOYEE CONTINUITY OVERVIEW**



**AVERAGE YEARS OF SERVICE BY DEPARTMENT****Pay Period Ending June 17, 2006**

**Note:** Years of service computed for this report do not include service credit for military service, college/university, county, or unclassified employment.

**Comment:** MAIN MIDB Civil Service HWF18, Classified Employee Distribution by Department and Years of Service, pay period ending June 17, 2006.

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN		HISPANIC		ASIAN/ PACIFIC		NOT		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>AGRICULTURE</b>																
00 - 05 YEARS	64	94	1	6	1	0	2	1	0	1	2	2	70	104	2	0
06 - 10 YEARS	53	38	2	4	1	2	0	2	0	2	0	0	56	48	0	1
11 - 15 YEARS	37	31	1	1	0	0	1	2	0	1	0	0	39	35	0	1
16 - 20 YEARS	52	41	0	5	0	1	0	0	1	2	0	0	53	49	4	2
21 - 25 YEARS	9	15	1	3	0	0	0	0	1	0	0	0	11	18	0	0
26 - 30 YEARS	26	26	2	2	0	0	2	0	0	0	0	0	30	28	0	5
31 - 35 YEARS	20	5	0	4	0	0	0	1	0	0	0	0	20	10	3	1
36 - 40 YEARS	0	1	0	0	0	0	0	0	2	0	0	0	2	1	0	0
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>262</b>	<b>252</b>	<b>7</b>	<b>25</b>	<b>2</b>	<b>3</b>	<b>5</b>	<b>6</b>	<b>4</b>	<b>6</b>	<b>2</b>	<b>2</b>	<b>282</b>	<b>294</b>	<b>9</b>	<b>10</b>
MORE THAN 10 YEARS:	145	120	4	15	0	1	3	3	4	3	0	0	156	142	7	9
AVERAGE YEARS	13.6	11.6	15.3	16.3	4.5	12.0	14.2	12.3	28.5	10.2	2.5	2.0	13.7	11.9	19.2	22.7
<b>DEPARTMENT AVERAGE YEARS</b>	<b>12.8</b>															

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, or military service hours.

HWF18

Report Sequence: Department Code

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN		HISPANIC		ASIAN/ PACIFIC		NOT		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>ATTORNEY GENERAL</b>																
00 - 05 YEARS	47	83	13	15	0	0	0	4	0	0	0	0	60	102	0	0
06 - 10 YEARS	33	52	2	8	0	0	0	1	0	2	0	0	35	63	0	0
11 - 15 YEARS	13	23	2	1	0	0	1	0	0	0	0	0	16	24	0	0
16 - 20 YEARS	29	38	0	4	0	0	0	3	1	0	0	0	30	45	1	3
21 - 25 YEARS	21	15	3	4	0	0	0	0	0	0	0	0	24	19	0	0
26 - 30 YEARS	29	32	4	3	0	1	2	2	0	0	0	0	35	38	1	3
31 - 35 YEARS	25	6	0	2	0	0	0	0	0	0	0	0	25	8	2	0
36 - 40 YEARS	7	1	0	0	0	0	0	0	0	0	0	0	7	1	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>204</b>	<b>251</b>	<b>24</b>	<b>37</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>10</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>232</b>	<b>301</b>	<b>4</b>	<b>6</b>
MORE THAN 10 YEARS:	124	116	9	14	0	1	3	5	1	0	0	0	137	136	4	6
AVERAGE YEARS	16.7	12.1	10.0	10.9	0.0	27.0	21.7	12.2	18.0	7.0	0.0	0.0	16.1	11.9	28.5	23.2
<b>DEPARTMENT AVERAGE YEARS</b>	<b>13.8</b>															

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, or military service hours.

HWF18

Report Sequence: Department Code

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN		HISPANIC		ASIAN/ PACIFIC		NOT		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>AUDITOR GENERAL</b>																
00 - 05 YEARS	9	19	0	1	0	0	0	0	0	0	0	0	9	20	0	0
06 - 10 YEARS	18	29	1	1	0	0	0	0	0	1	0	0	19	31	0	0
11 - 15 YEARS	7	7	0	2	0	0	0	0	0	0	0	0	7	9	0	0
16 - 20 YEARS	7	14	2	0	0	0	0	0	0	0	0	0	9	14	0	1
21 - 25 YEARS	5	4	0	0	0	0	0	0	0	0	0	0	5	4	0	1
26 - 30 YEARS	8	3	1	0	0	0	0	0	0	0	0	0	9	3	0	0
31 - 35 YEARS	5	0	0	0	0	0	0	0	0	0	0	0	5	0	1	0
36 - 40 YEARS	4	0	0	0	0	0	0	0	0	0	0	0	4	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>63</b>	<b>76</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>67</b>	<b>81</b>	<b>1</b>	<b>2</b>
MORE THAN 10 YEARS:	36	28	3	2	0	0	0	0	0	0	0	0	39	30	1	2
AVERAGE YEARS	16.2	10.0	18.5	9.3	0.0	0.0	0.0	0.0	0.0	6.0	0.0	0.0	16.3	9.9	32.0	22.0
<b>DEPARTMENT AVERAGE YEARS</b>	<b>12.8</b>															

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, or military service hours.

HWF18

Report Sequence: Department Code

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN		HISPANIC		ASIAN/ PACIFIC		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CIVIL RIGHTS</b>																
00 - 05 YEARS	6	9	7	15	0	0	0	4	0	1	0	0	13	29	0	0
06 - 10 YEARS	2	2	1	6	0	1	0	0	0	1	0	0	3	10	0	0
11 - 15 YEARS	2	2	3	3	0	0	0	1	0	1	0	0	5	7	0	0
16 - 20 YEARS	1	3	1	7	0	0	2	0	0	0	0	0	4	10	0	0
21 - 25 YEARS	1	1	1	2	0	0	0	0	0	0	0	0	2	3	0	0
26 - 30 YEARS	2	5	0	6	0	0	2	0	0	0	0	0	4	11	0	1
31 - 35 YEARS	3	7	4	4	0	0	1	2	1	0	0	0	9	13	0	0
36 - 40 YEARS	0	1	0	2	0	0	0	0	0	0	0	0	0	3	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>17</b>	<b>30</b>	<b>17</b>	<b>45</b>	<b>0</b>	<b>1</b>	<b>5</b>	<b>7</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>40</b>	<b>86</b>	<b>0</b>	<b>1</b>
MORE THAN 10 YEARS:	9	19	9	24	0	0	5	3	1	1	0	0	24	47	0	1
AVERAGE YEARS	14.9	18.3	14.2	15.1	0.0	9.0	24.6	13.0	33.0	8.3	0.0	0.0	16.3	15.7	0.0	26.0
<b>DEPARTMENT AVERAGE YEARS</b>		<b>15.9</b>														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, or military service hours.

HWF18

Report Sequence: Department Code

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CIVIL SERVICE</b>																
00 - 05 YEARS	5	28	2	5	0	1	0	1	0	0	0	0	7	35	0	0
06 - 10 YEARS	5	22	1	5	0	0	0	0	0	1	0	0	6	28	0	0
11 - 15 YEARS	3	12	0	0	0	1	0	0	0	1	0	0	3	14	0	1
16 - 20 YEARS	5	23	0	8	0	1	0	2	0	2	0	0	5	36	0	2
21 - 25 YEARS	5	8	0	2	0	1	0	2	0	0	0	0	5	13	1	0
26 - 30 YEARS	8	23	3	5	1	1	0	1	0	0	0	0	12	30	2	4
31 - 35 YEARS	4	10	1	1	1	0	0	0	0	0	0	0	6	11	1	0
36 - 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>36</b>	<b>127</b>	<b>7</b>	<b>26</b>	<b>2</b>	<b>5</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>45</b>	<b>168</b>	<b>4</b>	<b>7</b>
MORE THAN 10 YEARS:	26	77	4	16	2	4	0	5	0	3	0	0	32	105	4	7
AVERAGE YEARS	18.8	15.7	17.7	16.4	29.5	16.6	0.0	18.7	0.0	13.5	0.0	0.0	19.2	15.9	27.8	24.1
<b>DEPARTMENT AVERAGE YEARS</b>	<b>16.6</b>															

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, or military service hours.

HWF18

Report Sequence: Department Code

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN		HISPANIC		ASIAN/ PACIFIC		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>COMMUNITY HEALTH</b>																
00 - 05 YEARS	279	581	66	131	1	5	13	13	12	14	9	12	380	756	2	3
06 - 10 YEARS	168	372	30	108	4	4	5	5	12	18	0	0	219	507	4	5
11 - 15 YEARS	112	199	25	61	2	1	6	5	4	13	0	0	149	279	4	12
16 - 20 YEARS	122	276	33	94	1	3	7	13	8	19	0	0	171	405	15	20
21 - 25 YEARS	103	182	29	72	0	5	4	9	8	10	0	0	144	278	18	24
26 - 30 YEARS	249	338	77	99	3	5	6	8	7	6	0	0	342	456	23	26
31 - 35 YEARS	83	103	9	14	0	0	1	2	2	1	0	0	95	120	10	6
36 - 40 YEARS	10	9	0	2	0	0	0	1	0	0	0	0	10	12	1	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,126</b>	<b>2,060</b>	<b>269</b>	<b>581</b>	<b>11</b>	<b>23</b>	<b>42</b>	<b>56</b>	<b>53</b>	<b>81</b>	<b>9</b>	<b>12</b>	<b>1,510</b>	<b>2,813</b>	<b>77</b>	<b>97</b>
MORE THAN 10 YEARS:	679	1,107	173	342	6	14	24	38	29	49	0	0	911	1,550	71	89
AVERAGE YEARS	15.9	14.1	16.3	14.6	14.1	15.8	13.3	16.0	14.1	13.6	1.3	1.7	15.7	14.1	22.8	21.3
<b>DEPARTMENT AVERAGE YEARS</b>	<b>14.7</b>															

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HWF18

Report Sequence: Department Code

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN		HISPANIC		ASIAN/ PACIFIC		NOT		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CORRECTIONS</b>																
00 - 05 YEARS	1,215	807	172	299	31	10	26	25	8	10	9	12	1,461	1,163	7	4
06 - 10 YEARS	2,550	1,044	269	363	51	23	82	40	10	6	0	0	2,962	1,476	6	6
11 - 15 YEARS	1,595	630	182	181	47	10	36	23	8	2	0	0	1,868	846	24	16
16 - 20 YEARS	2,808	814	350	328	81	18	59	21	10	4	0	0	3,308	1,185	164	57
21 - 25 YEARS	644	211	119	116	19	5	18	3	0	1	0	0	800	336	55	19
26 - 30 YEARS	451	234	64	60	6	3	3	8	0	0	0	0	524	305	48	14
31 - 35 YEARS	89	39	14	17	2	0	3	0	0	0	0	0	108	56	11	4
36 - 40 YEARS	9	6	1	1	0	0	0	0	0	0	0	0	10	7	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>9,361</b>	<b>3,786</b>	<b>1,171</b>	<b>1,365</b>	<b>237</b>	<b>69</b>	<b>227</b>	<b>120</b>	<b>36</b>	<b>23</b>	<b>9</b>	<b>12</b>	<b>11,041</b>	<b>5,375</b>	<b>315</b>	<b>120</b>
MORE THAN 10 YEARS:	5,596	1,935	730	703	155	36	119	55	18	7	0	0	6,618	2,736	302	110
AVERAGE YEARS	13.3	12.0	13.8	12.3	13.4	12.4	12.2	11.0	10.3	7.9	1.7	1.3	13.3	12.0	20.1	18.8
<b>DEPARTMENT AVERAGE YEARS</b>		<b>12.9</b>														

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HWF18

Report Sequence: Department Code



**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN		HISPANIC		ASIAN/ PACIFIC		NOT		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>EDUCATION</b>																
00 - 05 YEARS	46	71	4	8	0	1	0	3	0	0	0	0	50	83	0	0
06 - 10 YEARS	15	39	1	3	0	0	0	1	0	0	0	0	16	43	0	0
11 - 15 YEARS	4	22	0	0	0	0	0	0	0	0	0	0	4	22	0	0
16 - 20 YEARS	3	30	0	3	0	0	0	2	0	1	0	0	3	36	0	1
21 - 25 YEARS	3	18	2	1	0	0	1	1	0	0	0	0	6	20	0	2
26 - 30 YEARS	12	35	0	1	0	1	0	2	0	0	0	0	12	39	2	1
31 - 35 YEARS	5	21	0	3	0	0	0	0	0	0	0	0	5	24	1	2
36 - 40 YEARS	0	3	0	1	0	0	0	0	0	0	0	0	0	4	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>88</b>	<b>239</b>	<b>7</b>	<b>20</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>9</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>96</b>	<b>271</b>	<b>3</b>	<b>6</b>
MORE THAN 10 YEARS:	27	129	2	9	0	1	1	5	0	1	0	0	30	145	3	6
AVERAGE YEARS	9.9	14.5	9.0	13.9	0.0	13.0	21.0	12.9	0.0	20.0	0.0	0.0	9.9	14.4	29.0	26.5
<b>DEPARTMENT AVERAGE YEARS</b>	<b>13.2</b>															

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HWF18

Report Sequence: Department Code

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

**PAY END NUMBER AND DATE: 13 JUNE 17, 2006**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN		HISPANIC		ASIAN/ PACIFIC		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>ENVIRONMENTAL QUALITY</b>																
00 - 05 YEARS	160	183	8	6	2	1	2	4	2	5	0	0	174	199	0	0
06 - 10 YEARS	108	112	4	4	0	0	1	1	2	3	0	0	115	120	0	0
11 - 15 YEARS	119	85	2	7	0	0	2	1	9	5	0	0	132	98	4	3
16 - 20 YEARS	132	121	6	16	0	1	5	3	2	2	0	0	145	143	4	5
21 - 25 YEARS	52	50	8	4	1	2	0	0	6	2	0	0	67	58	1	3
26 - 30 YEARS	112	67	3	8	1	0	1	1	1	1	0	0	118	77	8	4
31 - 35 YEARS	40	14	0	2	0	0	0	0	2	0	0	0	42	16	1	0
36 - 40 YEARS	7	6	0	0	0	0	1	0	0	0	0	0	8	6	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>730</b>	<b>638</b>	<b>31</b>	<b>47</b>	<b>4</b>	<b>4</b>	<b>12</b>	<b>10</b>	<b>24</b>	<b>18</b>	<b>0</b>	<b>0</b>	<b>801</b>	<b>717</b>	<b>19</b>	<b>15</b>
MORE THAN 10 YEARS:	462	343	19	37	2	3	9	5	20	10	0	0	512	398	19	15
AVERAGE YEARS	14.9	12.7	14.1	16.9	13.3	16.5	16.4	10.8	16.5	10.8	0.0	0.0	14.9	13.0	22.9	20.6
<b>DEPARTMENT AVERAGE YEARS</b>	<b>14.0</b>															

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Report Sequence: Department Code

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN		HISPANIC		ASIAN/ PACIFIC		NOT		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>EXECUTIVE OFFICE</b>																
00 - 05 YEARS	7	23	1	8	0	0	0	2	0	0	0	1	8	34	0	0
06 - 10 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>8</b>	<b>27</b>	<b>1</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>9</b>	<b>38</b>	<b>0</b>	<b>1</b>
MORE THAN 10 YEARS:	0	3	0	0	0	0	0	0	0	0	0	0	0	3	0	1
AVERAGE YEARS	2.3	5.3	3.0	2.9	0.0	0.0	0.0	3.5	0.0	0.0	0.0	3.0	2.4	4.6	0.0	37.0
<b>DEPARTMENT AVERAGE YEARS</b>	<b>4.2</b>															

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Report Sequence: Department Code

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN		HISPANIC		ASIAN/ PACIFIC		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>HISTORY ARTS AND LIBRARIES</b>																
00 - 05 YEARS	36	51	2	2	0	1	1	1	0	0	2	3	41	58	0	0
06 - 10 YEARS	23	28	1	0	2	0	0	0	0	0	0	0	26	28	2	1
11 - 15 YEARS	5	7	1	1	0	0	0	0	0	1	0	0	6	9	0	0
16 - 20 YEARS	10	21	0	0	1	0	0	2	0	0	0	0	11	23	3	1
21 - 25 YEARS	3	6	1	1	0	0	0	0	0	0	0	0	4	7	1	0
26 - 30 YEARS	11	13	0	3	0	0	0	1	0	0	0	0	11	17	1	1
31 - 35 YEARS	7	9	0	0	0	0	1	0	0	0	0	0	8	9	1	0
36 - 40 YEARS	2	0	0	0	1	0	0	0	0	0	0	0	3	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>97</b>	<b>135</b>	<b>5</b>	<b>7</b>	<b>4</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>110</b>	<b>151</b>	<b>8</b>	<b>3</b>
MORE THAN 10 YEARS:	38	56	2	5	2	0	1	3	0	1	0	0	43	65	6	2
AVERAGE YEARS	11.9	11.4	9.4	16.9	17.0	0.0	17.0	16.0	0.0	11.0	0.0	0.0	11.8	11.5	19.6	17.7
<b>DEPARTMENT AVERAGE YEARS</b>	<b>11.6</b>															

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Report Sequence: Department Code

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN		HISPANIC		ASIAN/ PACIFIC		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>HUMAN SERVICES</b>																
00 - 05 YEARS	233	886	64	400	2	6	20	66	4	7	0	0	323	1,365	0	5
06 - 10 YEARS	267	842	118	683	1	11	16	72	4	13	0	0	406	1,621	0	12
11 - 15 YEARS	179	600	64	232	2	10	12	47	2	9	0	0	259	898	10	28
16 - 20 YEARS	212	596	78	356	1	11	26	69	4	10	0	0	321	1,042	27	59
21 - 25 YEARS	100	418	41	237	2	4	6	21	4	3	0	0	153	683	17	50
26 - 30 YEARS	362	929	64	505	3	12	11	19	5	4	0	0	445	1,469	35	103
31 - 35 YEARS	166	322	17	204	0	1	1	7	2	1	0	0	186	535	20	29
36 - 40 YEARS	23	39	4	17	1	0	0	3	0	0	0	0	28	59	3	6
MORE THAN 40 YEARS	2	0	1	1	0	0	1	0	0	0	0	0	4	1	0	1
<b>DEPARTMENT TOTAL</b>	<b>1,544</b>	<b>4,632</b>	<b>451</b>	<b>2,635</b>	<b>12</b>	<b>55</b>	<b>93</b>	<b>304</b>	<b>25</b>	<b>47</b>	<b>0</b>	<b>0</b>	<b>2,125</b>	<b>7,673</b>	<b>112</b>	<b>293</b>
MORE THAN 10 YEARS:	1,044	2,904	269	1,552	9	38	57	166	17	27	0	0	1,396	4,687	112	276
AVERAGE YEARS	17.8	16.1	14.9	16.0	17.9	16.3	13.8	12.9	16.9	13.0	0.0	0.0	17.0	15.9	24.5	22.8
<b>DEPARTMENT AVERAGE YEARS</b>	<b>16.1</b>															

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN		HISPANIC		ASIAN/ PACIFIC		NOT		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>INFORMATION TECHNOLOGY</b>																
00 - 05 YEARS	180	76	7	5	1	0	1	2	16	13	50	13	255	109	0	0
06 - 10 YEARS	291	111	14	16	1	0	7	3	17	5	0	0	330	135	4	1
11 - 15 YEARS	89	50	3	3	0	1	2	2	5	4	0	0	99	60	2	4
16 - 20 YEARS	111	111	20	25	1	1	3	5	5	5	0	0	140	147	9	9
21 - 25 YEARS	40	52	8	11	0	0	2	3	4	5	0	0	54	71	7	3
26 - 30 YEARS	98	93	11	17	0	0	2	6	2	2	0	0	113	118	14	2
31 - 35 YEARS	56	38	3	3	1	0	2	2	0	1	0	0	62	44	3	3
36 - 40 YEARS	9	6	1	0	0	0	0	0	0	0	0	0	10	6	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>874</b>	<b>537</b>	<b>67</b>	<b>80</b>	<b>4</b>	<b>2</b>	<b>19</b>	<b>23</b>	<b>49</b>	<b>35</b>	<b>50</b>	<b>13</b>	<b>1,063</b>	<b>690</b>	<b>40</b>	<b>22</b>
MORE THAN 10 YEARS:	403	350	46	59	2	2	11	18	16	17	0	0	478	446	36	21
AVERAGE YEARS	13.1	16.4	16.9	18.0	15.3	15.5	15.9	19.2	9.5	11.6	1.6	0.8	12.7	16.2	22.2	19.7
<b>DEPARTMENT AVERAGE YEARS</b>	<b>14.0</b>															

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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

**PAY END NUMBER AND DATE: 13 JUNE 17, 2006**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN		HISPANIC		ASIAN/ PACIFIC		NOT		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>LABOR &amp; ECONOMIC GROWTH</b>																
00 - 05 YEARS	349	590	83	329	1	7	18	25	9	13	3	7	463	971	7	6
06 - 10 YEARS	187	274	26	81	2	2	7	18	1	8	0	0	223	383	10	5
11 - 15 YEARS	141	194	23	76	1	3	4	9	2	6	0	0	171	288	11	20
16 - 20 YEARS	160	238	39	94	1	1	8	17	5	8	0	0	213	358	26	31
21 - 25 YEARS	90	139	25	53	2	5	5	5	3	3	0	0	125	205	13	16
26 - 30 YEARS	164	281	39	115	1	4	6	13	1	3	0	0	211	416	38	42
31 - 35 YEARS	75	127	11	65	0	1	1	2	1	0	0	0	88	195	13	24
36 - 40 YEARS	21	19	2	4	0	0	0	1	0	0	0	0	23	24	4	2
MORE THAN 40 YEARS	4	0	2	0	0	0	0	0	0	0	0	0	6	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,191</b>	<b>1,862</b>	<b>250</b>	<b>817</b>	<b>8</b>	<b>23</b>	<b>49</b>	<b>90</b>	<b>22</b>	<b>41</b>	<b>3</b>	<b>7</b>	<b>1,523</b>	<b>2,840</b>	<b>122</b>	<b>146</b>
MORE THAN 10 YEARS:	655	998	141	407	5	14	24	47	12	20	0	0	837	1,486	105	135
AVERAGE YEARS	14.1	13.9	14.5	13.3	15.5	15.2	12.5	13.3	12.4	11.2	3.0	3.0	14.1	13.7	21.6	22.5
<b>DEPARTMENT AVERAGE YEARS</b>	<b>13.8</b>															

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN		HISPANIC		ASIAN/ PACIFIC		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>MANAGEMENT &amp; BUDGET</b>																
00 - 05 YEARS	111	87	3	9	0	1	4	1	1	0	8	10	127	108	0	0
06 - 10 YEARS	101	85	9	5	0	1	0	1	1	1	0	0	111	93	0	0
11 - 15 YEARS	46	45	3	5	0	0	3	1	0	0	0	0	52	51	2	1
16 - 20 YEARS	67	58	10	4	0	0	3	3	6	1	0	0	86	66	5	5
21 - 25 YEARS	21	22	5	3	0	0	0	1	1	0	0	0	27	26	1	2
26 - 30 YEARS	93	66	9	6	0	0	6	1	0	1	0	0	108	74	10	4
31 - 35 YEARS	43	20	4	3	2	1	10	1	0	0	0	0	59	25	4	0
36 - 40 YEARS	6	3	0	0	0	0	0	0	0	0	0	0	6	3	2	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>488</b>	<b>386</b>	<b>43</b>	<b>35</b>	<b>2</b>	<b>3</b>	<b>26</b>	<b>9</b>	<b>9</b>	<b>3</b>	<b>8</b>	<b>10</b>	<b>576</b>	<b>446</b>	<b>24</b>	<b>12</b>
MORE THAN 10 YEARS:	276	214	31	21	2	1	22	7	7	2	0	0	338	245	24	12
AVERAGE YEARS	15.3	14.3	18.3	15.1	32.0	13.3	23.2	16.8	14.8	16.3	3.0	2.5	15.8	14.1	26.2	22.3
<b>DEPARTMENT AVERAGE YEARS</b>	<b>15.0</b>															

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, or military service hours.

HWF18

Report Sequence: Department Code



**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN		HISPANIC		ASIAN/ PACIFIC		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>MILITARY AFFAIRS</b>																
00 - 05 YEARS	113	119	11	39	0	0	6	5	0	0	1	1	131	164	0	1
06 - 10 YEARS	52	76	9	32	1	1	5	2	1	4	0	0	68	115	0	0
11 - 15 YEARS	74	52	1	16	0	0	4	2	0	0	0	0	79	70	2	1
16 - 20 YEARS	42	67	3	14	0	2	1	2	0	1	0	0	46	86	4	2
21 - 25 YEARS	27	44	3	4	3	1	0	0	0	0	0	0	33	49	5	1
26 - 30 YEARS	25	46	2	7	0	0	1	3	0	0	0	0	28	56	3	1
31 - 35 YEARS	14	15	1	1	1	0	0	0	0	0	0	0	16	16	0	2
36 - 40 YEARS	5	0	0	0	0	0	0	0	0	0	0	0	5	0	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>352</b>	<b>419</b>	<b>30</b>	<b>113</b>	<b>5</b>	<b>4</b>	<b>17</b>	<b>14</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>406</b>	<b>556</b>	<b>15</b>	<b>8</b>
MORE THAN 10 YEARS:	187	224	10	42	4	3	6	7	0	1	0	0	207	277	15	7
AVERAGE YEARS	12.2	12.9	9.9	10.0	21.2	17.0	8.9	12.0	6.0	8.8	4.0	0.0	12.0	12.3	21.9	20.8
<b>DEPARTMENT AVERAGE YEARS</b>	<b>12.2</b>															

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HWF18

Report Sequence: Department Code

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN		HISPANIC		ASIAN/ PACIFIC		NOT		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>NATURAL RESOURCES</b>																
00 - 05 YEARS	935	746	16	9	6	7	12	3	6	3	15	6	990	774	6	0
06 - 10 YEARS	262	105	3	3	2	0	1	2	3	0	0	0	271	110	1	1
11 - 15 YEARS	150	63	6	6	1	2	5	0	0	2	0	0	162	73	0	1
16 - 20 YEARS	173	84	6	5	6	1	3	7	0	0	0	0	188	97	8	5
21 - 25 YEARS	77	45	6	4	3	1	1	0	1	0	0	0	88	50	2	3
26 - 30 YEARS	105	47	1	3	4	1	1	1	0	1	0	0	111	53	6	1
31 - 35 YEARS	69	12	0	0	1	0	0	0	0	0	0	0	70	12	4	2
36 - 40 YEARS	24	1	0	0	0	0	1	0	0	0	0	0	25	1	2	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,796</b>	<b>1,103</b>	<b>38</b>	<b>30</b>	<b>23</b>	<b>12</b>	<b>24</b>	<b>13</b>	<b>10</b>	<b>6</b>	<b>15</b>	<b>6</b>	<b>1,906</b>	<b>1,170</b>	<b>29</b>	<b>13</b>
MORE THAN 10 YEARS:	599	252	19	18	15	5	11	8	1	3	0	0	645	286	22	12
AVERAGE YEARS	8.7	5.7	10.0	12.6	15.5	7.5	9.8	13.3	6.8	9.0	0.1	0.0	8.7	6.0	20.1	20.5
<b>DEPARTMENT AVERAGE YEARS</b>	<b>7.7</b>															

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, or military service hours.

HWF18

Report Sequence: Department Code

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN		HISPANIC		ASIAN/ PACIFIC		NOT		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATE</b>																
00 - 05 YEARS	59	297	13	72	1	2	4	14	0	4	0	3	77	392	0	1
06 - 10 YEARS	47	218	7	66	1	4	2	12	2	2	0	0	59	302	2	4
11 - 15 YEARS	14	106	3	29	0	6	0	8	1	2	0	0	18	151	1	18
16 - 20 YEARS	42	167	5	73	2	0	4	15	3	2	0	0	56	257	4	30
21 - 25 YEARS	9	118	8	41	0	2	0	9	0	5	0	0	17	175	1	14
26 - 30 YEARS	55	118	7	33	0	1	2	7	0	1	0	0	64	160	6	11
31 - 35 YEARS	21	43	0	6	0	0	0	1	0	0	0	0	21	50	5	1
36 - 40 YEARS	1	12	0	1	0	0	0	0	0	0	0	0	1	13	0	1
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
<b>DEPARTMENT TOTAL</b>	<b>248</b>	<b>1,080</b>	<b>43</b>	<b>321</b>	<b>4</b>	<b>15</b>	<b>12</b>	<b>66</b>	<b>6</b>	<b>16</b>	<b>0</b>	<b>3</b>	<b>313</b>	<b>1,501</b>	<b>19</b>	<b>81</b>
MORE THAN 10 YEARS:	142	565	23	183	2	9	6	40	4	10	0	0	177	807	17	76
AVERAGE YEARS	15.5	13.5	14.0	13.7	10.5	11.9	13.3	14.2	14.5	14.3	0.0	0.7	15.1	13.5	24.4	19.6
<b>DEPARTMENT AVERAGE YEARS</b>		<b>13.8</b>														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, or military service hours.

HWF18

Report Sequence: Department Code

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN		HISPANIC		ASIAN/ PACIFIC		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATE POLICE</b>																
00 - 05 YEARS	174	155	10	6	1	2	5	6	0	0	0	0	190	169	1	0
06 - 10 YEARS	516	124	15	15	5	1	7	1	4	0	0	0	547	141	0	0
11 - 15 YEARS	368	115	31	5	14	0	12	0	1	1	0	0	426	121	4	0
16 - 20 YEARS	353	147	62	14	10	0	23	3	2	2	0	0	450	166	3	5
21 - 25 YEARS	108	37	24	10	1	0	6	4	0	1	0	0	139	52	3	2
26 - 30 YEARS	119	65	18	8	1	4	3	3	0	0	0	0	141	80	1	2
31 - 35 YEARS	44	21	1	1	0	0	2	0	0	0	0	0	47	22	1	0
36 - 40 YEARS	9	6	2	0	0	0	0	0	0	0	0	0	11	6	0	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,693</b>	<b>670</b>	<b>163</b>	<b>59</b>	<b>32</b>	<b>7</b>	<b>58</b>	<b>17</b>	<b>7</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>1,953</b>	<b>757</b>	<b>13</b>	<b>9</b>
MORE THAN 10 YEARS:	1,003	391	138	38	26	4	46	10	3	4	0	0	1,216	447	12	9
AVERAGE YEARS	13.4	13.5	17.0	15.9	14.1	16.7	15.7	14.9	12.0	17.8	0.0	0.0	13.8	13.8	18.4	21.2
<b>DEPARTMENT AVERAGE YEARS</b>	<b>13.8</b>															

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, or military service hours.

HWF18

Report Sequence: Department Code

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN		HISPANIC		ASIAN/ PACIFIC		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>TRANSPORTATION</b>																
00 - 05 YEARS	750	289	38	39	9	0	10	6	16	11	0	0	823	345	2	0
06 - 10 YEARS	366	115	20	14	2	4	5	2	6	6	0	0	399	141	0	0
11 - 15 YEARS	189	83	13	10	5	2	5	0	2	0	0	0	214	95	3	3
16 - 20 YEARS	334	128	33	21	5	2	14	5	6	2	0	0	392	158	20	11
21 - 25 YEARS	114	65	15	9	5	2	4	2	1	0	0	0	139	78	10	8
26 - 30 YEARS	157	96	24	20	7	1	12	2	4	0	0	0	204	119	19	11
31 - 35 YEARS	91	26	12	7	4	0	7	0	1	0	0	0	115	33	9	5
36 - 40 YEARS	46	8	0	0	0	0	0	0	4	0	0	0	50	8	8	2
MORE THAN 40 YEARS	5	0	0	0	0	0	0	0	1	0	0	0	6	0	3	0
<b>DEPARTMENT TOTAL</b>	<b>2,052</b>	<b>810</b>	<b>155</b>	<b>120</b>	<b>37</b>	<b>11</b>	<b>57</b>	<b>17</b>	<b>41</b>	<b>19</b>	<b>0</b>	<b>0</b>	<b>2,342</b>	<b>977</b>	<b>74</b>	<b>40</b>
MORE THAN 10 YEARS:	936	406	97	67	26	7	42	9	19	2	0	0	1,120	491	72	40
AVERAGE YEARS	11.8	12.4	15.2	13.8	16.9	14.5	17.6	13.1	14.2	5.6	0.0	0.0	12.3	12.4	25.5	24.1
<b>DEPARTMENT AVERAGE YEARS</b>	<b>12.4</b>															

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, or military service hours.

HWF18

Report Sequence: Department Code

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN		HISPANIC		ASIAN/ PACIFIC		NOT		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>TREASURY</b>																
00 - 05 YEARS	151	248	19	57	1	2	2	5	9	12	0	1	182	325	0	1
06 - 10 YEARS	75	127	9	17	0	0	3	4	2	4	0	0	89	152	0	2
11 - 15 YEARS	49	70	5	16	0	2	0	5	1	1	0	0	55	94	5	2
16 - 20 YEARS	51	103	22	37	0	0	4	17	6	1	0	0	83	158	4	8
21 - 25 YEARS	12	67	5	17	1	0	2	3	2	0	0	0	22	87	4	3
26 - 30 YEARS	41	138	12	33	0	2	4	7	0	0	0	0	57	180	10	13
31 - 35 YEARS	35	39	5	8	0	0	2	0	1	1	0	0	43	48	4	1
36 - 40 YEARS	12	9	1	0	0	1	0	0	0	0	0	0	13	10	3	1
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	1	0
<b>DEPARTMENT TOTAL</b>	<b>428</b>	<b>801</b>	<b>78</b>	<b>185</b>	<b>2</b>	<b>7</b>	<b>17</b>	<b>41</b>	<b>21</b>	<b>19</b>	<b>0</b>	<b>1</b>	<b>546</b>	<b>1,054</b>	<b>31</b>	<b>31</b>
MORE THAN 10 YEARS:	202	426	50	111	1	5	12	32	10	3	0	0	275	577	31	28
AVERAGE YEARS	13.0	14.0	15.8	14.5	13.5	17.3	19.4	16.3	11.4	5.9	0.0	2.0	13.5	14.0	25.7	22.4
<b>DEPARTMENT AVERAGE YEARS</b>		<b>13.8</b>														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, or military service hours.

HWF18

Report Sequence: Department Code

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATEWIDE TOTAL</b>																
00- 05 YEARS	4,929	5,442	540	1,461	57	46	126	191	83	94	99	71	5,834	7,305	27	21
06- 10 YEARS	5,140	3,816	542	1,434	73	54	141	167	65	77	0	0	5,961	5,548	29	38
11- 15 YEARS	3,196	2,396	368	655	72	38	93	106	35	49	0	0	3,764	3,244	72	111
16- 20 YEARS	4,714	3,081	670	1,108	109	42	162	189	59	62	0	0	5,714	4,482	301	257
21- 25 YEARS	1,444	1,517	304	594	37	28	49	63	31	30	0	0	1,865	2,232	139	151
26- 30 YEARS	2,127	2,656	341	934	27	36	64	85	20	19	0	0	2,579	3,730	227	249
31- 35 YEARS	895	877	82	345	12	3	31	18	10	4	0	0	1,030	1,247	94	80
36- 40 YEARS	196	132	11	28	2	1	2	5	6	0	0	0	217	166	26	14
MORE THAN 40 YEARS	17	4	3	1	0	0	1	0	1	0	0	0	22	5	4	2
<b>STATEWIDE TOTAL</b>	<b>22,658</b>	<b>19,921</b>	<b>2,861</b>	<b>6,560</b>	<b>389</b>	<b>248</b>	<b>669</b>	<b>824</b>	<b>310</b>	<b>335</b>	<b>99</b>	<b>71</b>	<b>26,986</b>	<b>27,959</b>	<b>919</b>	<b>923</b>
MORE THAN 10 YEARS	12,589	10,663	1,779	3,665	259	148	402	466	162	164	0	0	15,191	15,106	863	864
AVERAGE YEARS	13.4	13.5	14.6	14.4	14.4	14.2	14.1	13.4	13.0	11.4	1.5	1.5	13.5	13.6	22.2	21.7
<b>STATEWIDE TOTAL AVERAGE YEARS</b>	<b>13.6</b>															

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, or military service hours.

HWF18

Report Sequence: Department Code

Table 3-2

**STATEWIDE SEPARATIONS BY REASON**  
**Third Quarter of FY 2006**

<b>SEPARATION REASON</b>	<b>TOTAL</b>	<b>PERCENT OF SEPARATIONS</b>
<i><b>INVOLUNTARY SEPARATIONS</b></i>		
Death	18	2.72%
Dismissal	44	6.65%
Expired Appointment	57	8.61%
<b>Total Involuntary Separations</b>	<b>119</b>	<b>17.98%</b>
<i><b>VOLUNTARY SEPARATIONS</b></i>		
Resigned Classified Employment	139	21.00%
Layoff/Leave of Absence Rights Expired	52	7.85%
Waived Rights Leave of Absence	45	6.80%
Settlement	0	0.00%
<b>Total Voluntary Separations</b>	<b>236</b>	<b>35.65%</b>
<i><b>RETIREMENT</b></i>		
Retirement	227	34.29%
Disability Retirement	38	5.74%
Deferred Retirement	26	3.93%
<b>Total Retirements</b>	<b>291</b>	<b>43.96%</b>
<i><b>UNDEFINED SEPARATIONS</b></i>		
Undefined Separations	16	2.42%
<b>Undefined Separations</b>	<b>16</b>	<b>2.42%</b>
<b>TOTAL SEPARATIONS</b>	<b>662</b>	<b>100.00%</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, and non career in primary positions only, except for the following non-career appointments: STUDENT\_ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represent 97% of all non-career appointments at this time.

Source: MAIN MIDB Civil Service HWF10



# NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

FOR PAY PERIOD BEGINNING MAR-26-2006 TO PAY PERIOD ENDING JUN-17-2006

DEPARTMENT NAME	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
	CAREER HIRES	NON-CAREER HIRES	RECALLS	RETURNS FROM WAIVED RIGHTS LEAVES	TOTAL APPOINTMENTS	SEPARATIONS	SEASONAL LAYOFFS	RIF LAYOFFS	MED LAYOFFS	UNDEFINED LAYOFFS	TOTAL SEPARATIONS	NET TOTAL
AGRICULTURE	11	11	5	0	27	25	0	13	0	0	38	-11
ATTORNEY GENERAL	8	0	0	0	8	6	0	2	0	0	8	0
AUDITOR GENERAL	1	6	0	0	7	2	0	0	0	0	2	5
CAREER DEVELOPMENT	0	0	0	0	0	1	0	0	0	0	1	-1
CIVIL RIGHTS	0	0	0	0	0	2	0	0	0	0	2	-2
CIVIL SERVICE	0	2	0	0	2	2	0	0	0	0	2	0
COMMUNITY HEALTH	52	22	16	1	91	88	0	0	4	0	92	-1
CONSUMER & INDUSTRY SERVICES	0	0	0	0	0	4	0	0	0	0	4	-4
CORRECTIONS	75	8	4	1	88	199	0	1	6	0	206	-118
EDUCATION	3	0	0	0	3	5	0	1	0	0	6	-3
ENVIRONMENTAL QUALITY	7	8	0	0	15	18	0	0	2	0	20	-5
EXECUTIVE OFFICE	0	5	0	0	5	0	0	0	0	0	0	5
HISTORY ARTS AND LIBRARIES	1	24	8	0	33	5	0	0	0	0	5	28
HUMAN SERVICES	149	4	19	0	172	104	0	0	17	1	122	50
INFORMATION TECHNOLOGY	30	13	0	0	43	20	0	0	0	0	20	23
LABOR & ECONOMIC GROWTH	48	15	0	0	63	45	0	0	3	0	48	15
MANAGEMENT & BUDGET	6	25	0	0	31	26	0	0	3	0	29	2
MILITARY AFFAIRS	8	32	7	0	47	13	0	0	2	0	15	32
NATURAL RESOURCES	16	1285	145	0	1446	77	0	0	0	0	77	1,369
STATE	1	9	1	0	11	28	0	0	3	0	31	-20
STATE POLICE	8	1	0	0	9	14	0	0	1	0	15	-6
TRANSPORTATION	32	315	11	0	358	54	0	0	2	0	56	302
TREASURY	17	7	0	0	24	30	0	0	1	0	31	-7
<b>STATEWIDE TOTALS</b>	<b>473</b>	<b>1,792</b>	<b>216</b>	<b>2</b>	<b>2,483</b>	<b>768</b>	<b>0</b>	<b>17</b>	<b>44</b>	<b>1</b>	<b>830</b>	<b>1,653</b>

**NOTE:** This report reflects appointment status codes AA, AB, AC, AD, AE, AQ for Active Employees.  
This report counts the latest appointment or separation transaction entered during the period indicated in the report.

## SECTION FOUR

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# EQUAL EMPLOYMENT OPPORTUNITY REPORTING

The state maintains and reports data on the race/ethnic groups, gender, and disability status of its workforce in accordance with the federal Equal Employment Opportunity Commission, the Office of Federal Contract Compliance, and the state's Equal Employment Opportunity Plan. EEO reports are provided on a quarterly basis to each department for comparison to the 2000 census data for Michigan.

### BREAKDOWNS

**Race/Ethnic Group.** State employees are identified by their race/ethnic status in the following federally-defined groups:

1. White
2. Black
3. American Indian
4. Hispanic
5. Asian
6. Other

**Disabled.** Employees have been permitted to identify themselves as “handicapped” or “disabled.” [There is no uniform or objective definition of “handicapped” or “disabled” and employees have been permitted to self-identify as “handicapped” or “disabled.” Identification as “handicapped” or “disabled” does not imply that the employee meets the definition of “disabled” in Civil Service Rule 1-9 or the state and federal discrimination statutes.]

**Gender.** Each race/ethnic group is further broken down by gender: male or female.

**Job Categories.** The workforce data is broken down into eight broad job categories reported in the state's annual workforce analysis (the “EEO-4 Report”). The job categories are the following:

1. Official/Administrator
2. Professional
3. Technician
4. Protective Services
5. Para-Professional
6. Administrative Support
7. Skilled Craft
8. Service/Maintenance

## SECTION FIVE

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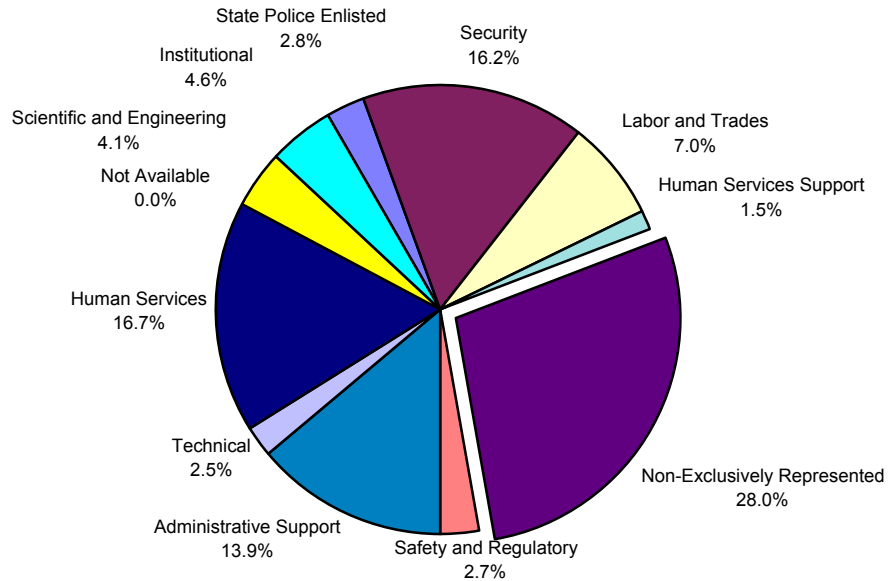
### **BARGAINING UNIT CHARACTERISTICS**

**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT  
BY BARGAINING UNIT**

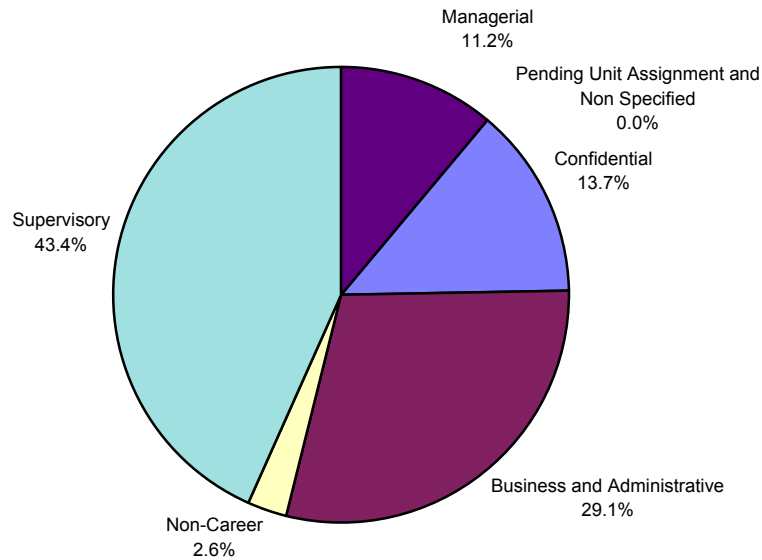
Graph 5-1

**As of June 17, 2006**

**Exclusively Represented  
37,572 Employees**



**Non-Exclusively Represented  
15,373 Employees**



Source: MAIN MIDB Civil Service HWF 44

# EMPLOYEE ORGANIZATION MEMBERSHIP BY BARGAINING UNIT

Table 5-1

PAY PERIOD ENDING JUNE 17, 2006

UNION CODE/UNIT NAME	TOTAL EMPLOYEES	M.S.E.A. EMPLS PCT		U.A.W. LOCAL 6008 EMPLS PCT		MCO, SEIU LOCAL 526-M EMPLS PCT		SEIU LOCAL 31-M EMPLS PCT		MPES, SEIU LOCAL 517 EMPLS PCT		U.T.E.A. EMPLS PCT		M.S.P.T.A. EMPLS PCT		AFSCME COUNCIL 25 EMPLS PCT	
A02 SAFETY & REGULATORY	1,481	1,292	87.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	3,847	3,640	94.6	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0	0	0.0	0	0.0
C12 SECURITY	8,893	0	0.0	0	0.0	8,648	97.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	829	0	0.0	1	0.1	0	0.0	791	95.4	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,266	0	0.0	0	0.0	0	0.0	0	0.0	2,197	97.0	1	0.0	0	0.0	0	0.0
L32 TECHNICAL	1,353	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,297	95.9	0	0.0	0	0.0
N/A UNAVAILABLE	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,561	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,555	99.6	0	0.0
U11 INSTITUTIONAL	2,548	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,894	74.3
W22 HUMAN SERVICES	9,169	3	0.0	8,678	94.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	0.0
W41 ADMINISTRATIVE SUPPORT	7,624	0	0.0	6,964	91.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	4,474	0	0.0	2	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y50 PENDING UNIT ASSIGNMENT	5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y51 SUPERVISORY	6,667	1	0.0	7	0.1	5	0.1	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0
Y52 NONCAREER	403	1	0.2	1	0.2	0	0.0	0	0.0	1	0.2	0	0.0	0	0.0	0	0.0
Y98 MANAGERIAL	1,719	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y99 CONFIDENTIAL	2,105	0	0.0	4	0.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
<b>EXCLUSIVELY REPRESENTED TOTAL</b>	<b>39,572</b>	<b>4,935</b>	<b>12.5</b>	<b>15,643</b>	<b>39.5</b>	<b>8,648</b>	<b>21.9</b>	<b>791</b>	<b>2.0</b>	<b>2,197</b>	<b>5.6</b>	<b>1,299</b>	<b>3.3</b>	<b>1,555</b>	<b>3.9</b>	<b>1,896</b>	<b>4.8</b>
<b>NON-EXCLUSIVELY REPRESENTED TOTAL</b>	<b>15,373</b>	<b>2</b>	<b>0.0</b>	<b>14</b>	<b>0.1</b>	<b>5</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>2</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
<b>STATEWIDE TOTALS</b>	<b>54,945</b>	<b>4,937</b>	<b>9.0</b>	<b>15,657</b>	<b>28.5</b>	<b>8,653</b>	<b>15.7</b>	<b>791</b>	<b>1.4</b>	<b>2,199</b>	<b>4.0</b>	<b>1,299</b>	<b>2.4</b>	<b>1,555</b>	<b>2.8</b>	<b>1,896</b>	<b>3.5</b>

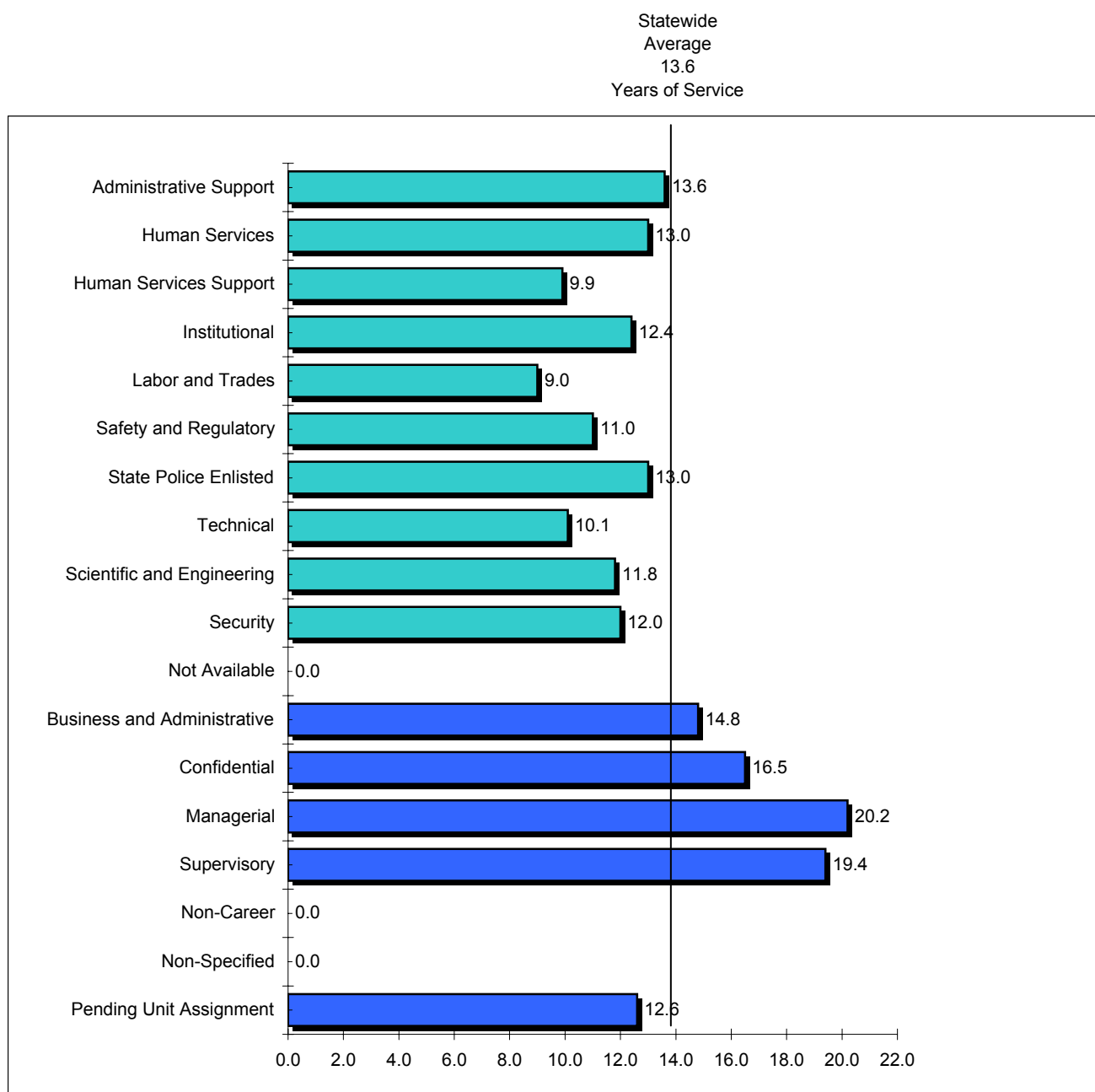
Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

MAIN MIDB CIVIL SERVICE WORKFORCE 44

REPORT SEQUENCE: UNION\_CD

TABLES USED: HRM\_GRP1-5\_DEDUCTIONS, HRM\_APPT\_DEPART

**AVERAGE YEARS OF SERVICE BY BARGAINING UNIT**  
**As of Pay Period Ending June 17, 2006**



- Exclusively Represented Units
- Non-Exclusively Represented Units

Note: Years of service computed for this report do not include service credit for military service, college/university, county, or unclassified employment.

Source: MAIN MIDB Civil Service HWF20

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>A02 - SAFETY &amp; REGULATORY</b>																
00 - 05 YEARS	318	107	22	8	2	1	9	1	3	0	4	1	358	118	2	0
06 - 10 YEARS	250	54	13	20	5	3	3	0	3	0	0	0	274	77	1	0
11 - 15 YEARS	153	29	10	13	1	2	5	0	0	0	0	0	169	44	1	1
16 - 20 YEARS	125	37	18	29	3	2	7	2	2	0	0	0	155	70	7	3
21 - 25 YEARS	48	16	7	8	4	0	0	1	0	0	0	0	59	25	3	1
26 - 30 YEARS	53	18	9	15	1	0	2	0	0	0	0	0	65	33	2	1
31 - 35 YEARS	12	8	1	5	1	0	1	0	0	0	0	0	15	13	2	2
36 - 40 YEARS	5	1	0	0	0	0	0	0	0	0	0	0	5	1	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>964</b>	<b>270</b>	<b>80</b>	<b>98</b>	<b>17</b>	<b>8</b>	<b>27</b>	<b>4</b>	<b>8</b>		<b>4</b>	<b>1</b>	<b>1,100</b>	<b>381</b>	<b>19</b>	<b>8</b>
MORE THAN 10 YEARS:	396	109	45	70	10	4	15	3	2	0	0	0	468	186	16	8
AVERAGE YEARS	10.4	10.4	13.2	16.5	15.5	10.5	12.3	16.3	9.3	0.0	0.8	0.0	10.7	12.0	20.1	22.9
<b>BARGAINING UNIT AVERAGE YEARS</b>		<b>11.0</b>														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, military service hours or other service hours.

# **CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>A31 - LABOR AND TRADES</b>																
00 - 05 YEARS	1,153	587	43	10	12	8	19	2	2	3	17	7	1,246	617	5	0
06 - 10 YEARS	505	53	33	4	7	1	8	1	0	1	0	0	553	60	3	0
11 - 15 YEARS	256	27	18	2	6	1	7	1	0	0	0	0	287	31	10	1
16 - 20 YEARS	366	27	39	6	9	0	11	1	3	0	0	0	428	34	31	2
21 - 25 YEARS	128	19	22	4	3	0	5	2	0	0	0	0	158	25	13	0
26 - 30 YEARS	226	25	16	3	5	0	11	2	0	0	0	0	258	30	26	1
31 - 35 YEARS	77	5	4	2	5	0	10	1	0	0	0	0	96	8	7	3
36 - 40 YEARS	15	0	1	0	0	0	0	0	0	0	0	0	16	0	2	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>2,726</b>	<b>743</b>	<b>176</b>	<b>31</b>	<b>47</b>	<b>10</b>	<b>71</b>	<b>10</b>	<b>5</b>	<b>4</b>	<b>17</b>	<b>7</b>	<b>3,042</b>	<b>805</b>	<b>97</b>	<b>7</b>
MORE THAN 10 YEARS:	1,068	103	100	17	28	1	44	7	3	0	0	0	1,243	128	89	7
AVERAGE YEARS	9.9	3.5	13.4	13.1	14.4	2.1	15.8	16.9	10.6	1.8	0.4	0.0	10.3	4.0	21.0	24.4
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>9.0</b>															

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, military service hours or other service hours.



# **CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>C12 - SECURITY</b>																
00 - 05 YEARS	829	243	124	155	28	6	20	15	5	3	7	8	1,013	430	3	2
06 - 10 YEARS	1,894	379	180	170	45	10	67	20	3	1	0	0	2,189	580	3	2
11 - 15 YEARS	1,011	186	96	67	36	3	32	6	3	0	0	0	1,178	262	8	2
16 - 20 YEARS	1,859	231	192	138	54	7	42	3	5	0	0	0	2,152	379	79	18
21 - 25 YEARS	334	35	60	34	10	2	9	1	0	0	0	0	413	72	23	5
26 - 30 YEARS	149	14	26	6	1	0	1	1	0	0	0	0	177	21	7	0
31 - 35 YEARS	22	1	3	0	0	0	0	0	0	0	0	0	25	1	1	0
36 - 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>6,099</b>	<b>1,089</b>	<b>681</b>	<b>570</b>	<b>174</b>	<b>28</b>	<b>171</b>	<b>46</b>	<b>16</b>	<b>4</b>	<b>7</b>	<b>8</b>	<b>7,148</b>	<b>1,745</b>	<b>124</b>	<b>29</b>
MORE THAN 10 YEARS:	3,376	467	377	245	101	12	84	11	8	0	0	0	3,946	735	118	25
AVERAGE YEARS	12.4	10.4	12.7	10.7	12.2	11.0	11.2	8.0	10.3	2.3	1.6	1.4	12.4	10.4	18.5	16.9
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.0</b>															

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, military service hours or other service hours.

# **CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>E42 - HUMAN SERVICES SUPPORT</b>																
00 - 05 YEARS	57	132	38	196	0	1	7	13	2	4	3	4	107	350	4	1
06 - 10 YEARS	15	17	10	14	0	2	1	6	1	2	0	0	27	41	3	0
11 - 15 YEARS	16	34	4	28	0	0	2	8	0	0	0	0	22	70	7	5
16 - 20 YEARS	14	32	6	23	0	1	1	4	0	1	0	0	21	61	7	9
21 - 25 YEARS	4	24	1	10	0	1	0	0	0	0	0	0	5	35	1	3
26 - 30 YEARS	7	22	2	19	1	3	1	0	0	0	0	0	11	44	4	4
31 - 35 YEARS	7	12	1	9	0	0	0	0	0	0	0	0	8	21	3	1
36 - 40 YEARS	2	1	0	2	0	0	0	0	0	0	0	0	2	3	0	0
MORE THAN 40 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>122</b>	<b>274</b>	<b>63</b>	<b>301</b>	<b>1</b>	<b>8</b>	<b>12</b>	<b>31</b>	<b>3</b>	<b>7</b>	<b>3</b>	<b>4</b>	<b>204</b>	<b>625</b>	<b>29</b>	<b>23</b>
MORE THAN 10 YEARS:	50	125	15	91	1	5	4	12	0	1	0	0	70	234	22	22
AVERAGE YEARS	11.1	11.5	8.3	8.6	30.0	18.1	7.8	8.3	6.0	7.0	3.0	3.8	9.9	10.0	17.0	19.4
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>9.9</b>															

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, military service hours or other service hours.

# **CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN		HISPANIC		ASIAN/ PACIFIC		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>H21 - SCIENTIFIC &amp; ENGINEERING</b>																
00 - 05 YEARS	398	245	13	12	2	0	3	2	14	10	0	2	430	271	2	0
06 - 10 YEARS	280	114	6	6	1	0	4	4	10	9	0	0	301	133	0	1
11 - 15 YEARS	211	121	9	8	0	0	5	1	9	7	0	0	234	137	2	1
16 - 20 YEARS	226	105	12	8	1	2	3	1	7	5	0	0	249	121	9	2
21 - 25 YEARS	77	41	9	4	1	2	1	0	6	2	0	0	94	49	2	2
26 - 30 YEARS	126	28	11	2	1	0	3	0	5	0	0	0	146	30	4	2
31 - 35 YEARS	46	5	1	0	0	0	0	0	3	0	0	0	50	5	1	0
36 - 40 YEARS	12	0	0	0	0	0	0	0	1	0	0	0	13	0	1	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	1	0	0	0	3	0	2	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,378</b>	<b>659</b>	<b>61</b>	<b>40</b>	<b>6</b>	<b>4</b>	<b>19</b>	<b>8</b>	<b>56</b>	<b>33</b>		<b>2</b>	<b>1,520</b>	<b>746</b>	<b>23</b>	<b>8</b>
MORE THAN 10 YEARS:	700	300	42	22	3	4	12	2	32	14	0	0	789	342	21	7
AVERAGE YEARS	12.4	10.2	15.4	11.7	13.2	19.8	14.1	7.8	14.3	9.2	0.0	3.0	12.6	10.2	21.8	19.3
<b>BARGAINING UNIT AVERAGE YEARS</b>		<b>11.8</b>														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, military service hours or other service hours.

# **CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>L32 - TECHNICAL</b>																
00 - 05 YEARS	416	148	14	12	4	0	9	2	5	5	1	0	449	167	2	0
06 - 10 YEARS	143	41	2	1	2	0	2	0	3	1	0	0	152	43	0	0
11 - 15 YEARS	88	35	5	2	0	0	1	0	2	2	0	0	96	39	3	1
16 - 20 YEARS	139	33	11	7	0	1	3	1	2	1	0	0	155	43	7	1
21 - 25 YEARS	36	8	7	5	1	0	1	1	0	0	0	0	45	14	0	1
26 - 30 YEARS	38	13	5	2	0	0	4	1	1	0	0	0	48	16	4	1
31 - 35 YEARS	47	4	1	1	0	0	3	0	0	0	0	0	51	5	4	0
36 - 40 YEARS	20	3	0	0	0	0	1	0	2	0	0	0	23	3	4	0
MORE THAN 40 YEARS	3	1	0	0	0	0	0	0	0	0	0	0	3	1	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>930</b>	<b>286</b>	<b>45</b>	<b>30</b>	<b>7</b>	<b>1</b>	<b>24</b>	<b>5</b>	<b>15</b>	<b>9</b>	<b>1</b>	<b>0</b>	<b>1,022</b>	<b>331</b>	<b>24</b>	<b>4</b>
MORE THAN 10 YEARS:	371	97	29	17	1	1	13	3	7	3	0	0	421	121	22	4
AVERAGE YEARS	10.2	8.4	13.8	12.5	6.0	20.0	15.0	14.2	13.1	6.1	4.0	0.0	10.5	8.8	23.8	20.8
<b>BARGAINING UNIT AVERAGE YEARS</b>		<b>10.1</b>														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, military service hours or other service hours.

# **CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN		HISPANIC		ASIAN/ PACIFIC		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>T01 - STATE POLICE ENLISTED</b>																
00 - 05 YEARS	67	8	2	1	1	0	1	0	0	0	0	0	71	9	0	0
06 - 10 YEARS	447	34	14	3	4	0	7	0	3	0	0	0	475	37	0	0
11 - 15 YEARS	300	61	29	3	14	0	12	0	1	0	0	0	356	64	2	0
16 - 20 YEARS	235	58	43	4	7	0	18	2	2	1	0	0	305	65	1	0
21 - 25 YEARS	48	8	18	0	1	0	4	0	0	0	0	0	71	8	0	0
26 - 30 YEARS	53	7	12	1	0	0	1	0	0	0	0	0	66	8	0	0
31 - 35 YEARS	17	0	1	0	0	0	2	0	0	0	0	0	20	0	0	0
36 - 40 YEARS	4	0	1	0	0	0	0	0	0	0	0	0	5	0	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,172</b>	<b>176</b>	<b>120</b>	<b>12</b>	<b>27</b>		<b>45</b>	<b>2</b>	<b>6</b>	<b>1</b>		<b>0</b>	<b>1,370</b>	<b>191</b>	<b>3</b>	<b>0</b>
MORE THAN 10 YEARS:	658	134	104	8	22	0	37	2	3	1	0	0	824	145	3	0
AVERAGE YEARS	12.4	13.9	17.0	13.9	13.3	0.0	15.8	17.5	12.2	16.0	0.0	0.0	12.9	13.9	15.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>		<b>13.0</b>														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, military service hours or other service hours.

# **CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>U11 - INSTITUTIONAL</b>																
00 - 05 YEARS	256	351	71	114	0	2	12	8	2	1	3	2	344	478	1	0
06 - 10 YEARS	153	215	58	89	1	2	8	6	2	5	0	0	222	317	1	1
11 - 15 YEARS	91	77	34	43	1	0	3	3	2	0	0	0	131	123	5	1
16 - 20 YEARS	92	88	33	56	2	0	5	4	2	2	0	0	134	150	5	0
21 - 25 YEARS	53	90	22	43	4	1	1	2	0	0	0	0	80	136	5	6
26 - 30 YEARS	116	145	50	58	2	0	4	4	1	0	0	0	173	207	11	6
31 - 35 YEARS	15	20	4	7	0	0	1	0	0	0	0	0	20	27	4	1
36 - 40 YEARS	2	2	0	2	0	0	0	0	0	0	0	0	2	4	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>778</b>	<b>988</b>	<b>272</b>	<b>412</b>	<b>10</b>	<b>5</b>	<b>34</b>	<b>27</b>	<b>9</b>	<b>8</b>	<b>3</b>	<b>2</b>	<b>1,106</b>	<b>1,442</b>	<b>33</b>	<b>15</b>
MORE THAN 10 YEARS:	369	422	143	209	9	1	14	13	5	2	0	0	540	647	31	14
AVERAGE YEARS	12.3	12.0	13.5	13.2	19.7	8.8	11.5	12.3	11.9	9.1	3.3	0.0	12.6	12.3	22.8	23.9
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.4</b>															

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, military service hours or other service hours.

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN		HISPANIC		ASIAN/ PACIFIC		NOT		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>W22 - HUMAN SERVICES</b>																
00 - 05 YEARS	384	1,167	75	503	3	12	17	62	10	16	5	8	494	1,768	4	8
06 - 10 YEARS	455	899	103	640	2	12	23	64	12	24	0	0	595	1,639	5	14
11 - 15 YEARS	333	615	75	234	1	9	8	50	1	16	0	0	418	924	11	26
16 - 20 YEARS	274	520	72	271	2	9	16	49	5	10	0	0	369	859	28	48
21 - 25 YEARS	132	275	30	189	2	3	4	15	5	8	0	0	173	490	13	31
26 - 30 YEARS	280	459	38	268	2	7	6	8	3	4	0	0	329	746	29	44
31 - 35 YEARS	84	118	15	105	0	1	1	4	1	0	0	0	101	228	9	13
36 - 40 YEARS	8	13	2	10	0	0	0	1	0	0	0	0	10	24	0	1
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,952</b>	<b>4,066</b>	<b>410</b>	<b>2,220</b>	<b>12</b>	<b>53</b>	<b>75</b>	<b>253</b>	<b>37</b>	<b>78</b>	<b>5</b>	<b>8</b>	<b>2,491</b>	<b>6,678</b>	<b>99</b>	<b>185</b>
MORE THAN 10 YEARS:	1,113	2,000	232	1,077	7	29	35	127	15	38	0	0	1,402	3,271	90	163
AVERAGE YEARS	14.1	12.4	13.6	13.3	14.5	13.5	12.1	11.5	12.1	11.6	1.2	1.6	13.9	12.6	21.1	20.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>13.0</b>															

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# **CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN		HISPANIC		ASIAN/ PACIFIC		NOT		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>W41 - ADMINISTRATIVE SUPPORT</b>																
00 - 05 YEARS	218	1,408	36	252	1	8	11	61	1	13	12	11	279	1,753	1	7
06 - 10 YEARS	144	1,057	31	268	2	17	4	48	3	11	0	0	184	1,401	3	14
11 - 15 YEARS	52	563	4	108	0	11	2	23	1	2	0	0	59	707	8	49
16 - 20 YEARS	62	757	12	221	1	11	7	58	2	8	0	0	84	1,055	22	90
21 - 25 YEARS	26	385	15	107	1	11	3	26	0	5	0	0	45	534	8	45
26 - 30 YEARS	48	786	10	230	0	14	5	28	0	3	0	0	63	1,061	13	79
31 - 35 YEARS	20	240	3	81	0	0	0	5	0	1	0	0	23	327	4	19
36 - 40 YEARS	3	42	0	4	0	0	0	0	0	0	0	0	3	46	0	4
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>573</b>	<b>5,238</b>	<b>111</b>	<b>1,271</b>	<b>5</b>	<b>72</b>	<b>32</b>	<b>249</b>	<b>7</b>	<b>43</b>	<b>12</b>	<b>11</b>	<b>740</b>	<b>6,884</b>	<b>59</b>	<b>307</b>
MORE THAN 10 YEARS:	211	2,773	44	751	2	47	17	140	3	19	0	0	277	3,730	55	286
AVERAGE YEARS	10.2	13.7	11.6	15.4	10.4	15.4	12.8	13.4	11.1	11.6	1.3	1.0	10.4	14.0	20.0	20.7
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>13.6</b>															

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, military service hours or other service hours.



**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN		HISPANIC		ASIAN/ PACIFIC		NOT		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y23 - BUSINESS &amp; ADMINISTRATION</b>																
00 - 05 YEARS	399	382	43	80	3	5	7	7	30	25	36	15	518	514	1	0
06 - 10 YEARS	362	357	35	91	1	0	9	11	16	12	0	0	423	471	7	1
11 - 15 YEARS	154	186	21	31	1	3	4	5	8	9	0	0	188	234	6	9
16 - 20 YEARS	229	318	53	93	3	1	13	23	12	14	0	0	310	449	29	29
21 - 25 YEARS	91	169	21	50	1	2	6	4	8	3	0	0	127	228	19	11
26 - 30 YEARS	212	331	46	70	1	3	7	5	3	6	0	0	269	415	29	30
31 - 35 YEARS	110	141	4	21	1	0	2	1	1	1	0	0	118	164	15	13
36 - 40 YEARS	15	25	1	0	0	0	1	1	0	0	0	0	17	26	2	3
MORE THAN 40 YEARS	2	0	1	0	0	0	0	0	0	0	0	0	3	0	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,574</b>	<b>1,909</b>	<b>225</b>	<b>436</b>	<b>11</b>	<b>14</b>	<b>49</b>	<b>57</b>	<b>78</b>	<b>70</b>	<b>36</b>	<b>15</b>	<b>1,973</b>	<b>2,501</b>	<b>109</b>	<b>96</b>
MORE THAN 10 YEARS:	813	1,170	147	265	7	9	33	39	32	33	0	0	1,032	1,516	101	95
AVERAGE YEARS	13.9	15.9	15.7	15.4	14.7	13.9	16.4	15.8	10.2	11.0	2.1	1.7	13.8	15.6	22.8	23.8
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>14.8</b>															

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**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y50 - PENDING UNIT ASSIGNMENT</b>																
00 - 05 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
16 - 20 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>3</b>	<b>1</b>	<b>1</b>									<b>0</b>	<b>4</b>	<b>1</b>	<b>2</b>	<b>0</b>
MORE THAN 10 YEARS:	2	0	1	0	0	0	0	0	0	0	0	0	3	0	2	0
AVERAGE YEARS	16.7	2.0	12.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	15.3	2.0	23.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>		<b>12.6</b>														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, military service hours or other service hours.

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y51 - SUPERVISORY</b>																
00 - 05 YEARS	137	147	13	28	0	0	4	1	4	5	1	1	159	182	2	0
06 - 10 YEARS	351	259	41	88	3	4	2	3	8	4	0	0	405	358	1	3
11 - 15 YEARS	439	272	52	85	11	7	10	8	7	9	0	0	519	381	8	9
16 - 20 YEARS	940	488	154	169	25	6	31	19	11	12	0	0	1,161	694	66	31
21 - 25 YEARS	381	282	68	111	7	3	11	5	11	5	0	0	478	406	41	31
26 - 30 YEARS	582	428	77	156	8	4	13	15	5	3	0	0	685	606	67	46
31 - 35 YEARS	280	133	28	63	2	1	6	4	2	1	0	0	318	202	28	11
36 - 40 YEARS	68	20	4	9	1	1	0	3	3	0	0	0	76	33	12	5
MORE THAN 40 YEARS	2	1	1	0	0	0	0	0	0	0	0	0	3	1	0	1
<b>BARGAINING UNIT TOTAL</b>	<b>3,180</b>	<b>2,030</b>	<b>438</b>	<b>709</b>	<b>57</b>	<b>26</b>	<b>77</b>	<b>58</b>	<b>51</b>	<b>39</b>	<b>1</b>	<b>1</b>	<b>3,804</b>	<b>2,863</b>	<b>225</b>	<b>137</b>
MORE THAN 10 YEARS:	2,692	1,624	384	593	54	22	71	54	39	30	0	0	3,240	2,323	222	134
AVERAGE YEARS	19.6	18.8	19.6	19.9	19.0	18.0	19.7	21.3	18.1	15.2	3.0	2.0	19.6	19.0	24.5	23.8
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>19.4</b>															

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, military service hours or other service hours.

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y52 - NONCAREER</b>																
00 - 05 YEARS	133	199	14	27	0	0	4	7	3	4	7	5	161	242	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>133</b>	<b>199</b>	<b>14</b>	<b>27</b>			<b>4</b>	<b>7</b>	<b>3</b>	<b>4</b>	<b>7</b>	<b>5</b>	<b>161</b>	<b>242</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	-0.0	-0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	-0.0	-0.0	0.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>		<b>-0.0</b>														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, military service hours or other service hours.

# **CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y98 - MANAGERIAL</b>																
00 - 05 YEARS	94	85	19	20	0	1	2	1	2	2	1	2	118	111	0	1
06 - 10 YEARS	94	60	8	5	0	0	0	1	1	1	0	0	103	67	2	1
11 - 15 YEARS	72	47	6	6	0	0	1	0	0	2	0	0	79	55	1	1
16 - 20 YEARS	115	111	15	23	2	0	2	3	5	3	0	0	139	140	7	7
21 - 25 YEARS	75	62	20	16	2	1	4	0	1	3	0	0	102	82	9	6
26 - 30 YEARS	200	129	33	33	4	3	6	4	1	1	0	0	244	170	25	10
31 - 35 YEARS	146	54	15	26	1	0	4	2	3	1	0	0	169	83	15	7
36 - 40 YEARS	34	11	2	1	1	0	0	0	0	0	0	0	37	12	3	0
MORE THAN 40 YEARS	5	1	0	1	0	0	1	0	0	0	0	0	6	2	1	1
<b>BARGAINING UNIT TOTAL</b>	<b>835</b>	<b>560</b>	<b>118</b>	<b>131</b>	<b>10</b>	<b>5</b>	<b>20</b>	<b>11</b>	<b>13</b>	<b>13</b>	<b>1</b>	<b>2</b>	<b>997</b>	<b>722</b>	<b>63</b>	<b>34</b>
MORE THAN 10 YEARS:	647	415	91	106	10	4	18	9	10	10	0	0	776	544	61	32
AVERAGE YEARS	21.0	18.7	20.1	21.2	26.3	22.6	24.0	21.5	19.3	16.8	3.0	2.5	20.9	19.2	27.2	25.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>20.2</b>															

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, military service hours or other service hours.

# **CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN		HISPANIC		ASIAN/ PACIFIC		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y99 - CONFIDENTIAL</b>																
00 - 05 YEARS	69	231	13	43	1	2	1	9	0	3	2	5	86	293	0	2
06 - 10 YEARS	47	277	8	35	0	3	3	3	0	6	0	0	58	324	0	1
11 - 15 YEARS	20	143	4	25	1	2	1	1	1	2	0	0	27	173	0	5
16 - 20 YEARS	37	276	10	60	0	2	3	19	1	5	0	0	51	362	2	17
21 - 25 YEARS	11	103	4	13	0	2	0	6	0	4	0	0	15	128	2	9
26 - 30 YEARS	36	251	6	71	1	2	0	17	1	2	0	0	44	343	5	25
31 - 35 YEARS	12	136	1	25	2	1	1	1	0	0	0	0	16	163	1	10
36 - 40 YEARS	7	14	0	0	0	0	0	0	0	0	0	0	7	14	0	1
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>239</b>	<b>1,432</b>	<b>46</b>	<b>272</b>	<b>5</b>	<b>14</b>	<b>9</b>	<b>56</b>	<b>3</b>	<b>22</b>	<b>2</b>	<b>5</b>	<b>304</b>	<b>1,801</b>	<b>10</b>	<b>70</b>
MORE THAN 10 YEARS:	123	924	25	194	4	9	5	44	3	13	0	0	160	1,184	10	67
AVERAGE YEARS	13.9	16.7	13.6	17.9	20.8	15.6	13.9	18.6	19.3	14.2	3.0	2.8	13.9	16.9	26.0	24.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>16.5</b>															

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, military service hours or other service hours.

# **CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Z88 - SPECIAL PERSONAL SRVCS EMPS</b>																
00 - 05 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>		<b>1</b>										<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>		<b>0.0</b>														

Years of service computed for this report includes continuous service classified hours. It does not include continuous service unclassified hours, college service hours, county service hours, military service hours or other service hours.

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 13 JUNE 17, 2006

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATEWIDE TOTAL</b>																
00- 05 YEARS	4,929	5,442	540	1,461	57	46	126	191	83	94	99	71	5,834	7,305	27	21
06- 10 YEARS	5,140	3,816	542	1,434	73	54	141	167	65	77	0	0	5,961	5,548	29	38
11- 15 YEARS	3,196	2,396	368	655	72	38	93	106	35	49	0	0	3,764	3,244	72	111
16- 20 YEARS	4,714	3,081	670	1,108	109	42	162	189	59	62	0	0	5,714	4,482	301	257
21- 25 YEARS	1,444	1,517	304	594	37	28	49	63	31	30	0	0	1,865	2,232	139	151
26- 30 YEARS	2,127	2,656	341	934	27	36	64	85	20	19	0	0	2,579	3,730	227	249
31- 35 YEARS	895	877	82	345	12	3	31	18	10	4	0	0	1,030	1,247	94	80
36- 40 YEARS	196	132	11	28	2	1	2	5	6	0	0	0	217	166	26	14
MORE THAN 40 YEARS	17	4	3	1	0	0	1	0	1	0	0	0	22	5	4	2
<b>STATEWIDE TOTAL</b>	<b>22,658</b>	<b>19,921</b>	<b>2,861</b>	<b>6,560</b>	<b>389</b>	<b>248</b>	<b>669</b>	<b>824</b>	<b>310</b>	<b>335</b>	<b>99</b>	<b>71</b>	<b>26,986</b>	<b>27,959</b>	<b>919</b>	<b>923</b>
MORE THAN 10 YEARS	12,589	10,663	1,779	3,665	259	148	402	466	162	164	0	0	15,191	15,106	863	864
AVERAGE YEARS	13.4	13.5	14.6	14.4	14.4	14.2	14.1	13.4	13.0	11.4	1.5	1.5	13.5	13.6	22.2	21.7
<b>STATEWIDE TOTAL AVERAGE YEARS</b>	<b>13.6</b>															

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# **AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT**

**Pay Period Ending: June 17, 2006**

<b>BARGAINING UNIT</b>	<b>Number of Employees</b>	<b>Percent of Classified Employees</b>	<b>Average Age</b>	<b>Average Pay Rate</b>	<b>Count of Employees Eligible for Longevity</b>	<b>Percent of Bargaining Unit Eligible for Longevity</b>
A02 - SAFETY & REGULATORY	1,484	3%	43.8	\$21.55	1,009	68%
A31 - LABOR AND TRADES	3,858	7%	42.6	\$16.21	1,983	51%
C12 - SECURITY	8,958	16%	42.3	\$21.52	7,525	84%
E42 - HUMAN SERVICES SUPPORT	829	2%	46.1	\$20.16	395	48%
H21 - SCIENTIFIC & ENGINEERING	2,266	4%	43.0	\$28.36	1,540	68%
L32 - TECHNICAL	1,354	2%	39.3	\$19.17	729	54%
T01 - STATE POLICE ENLISTED	1,569	3%	39.0	\$27.45	1,405	90%
U11 - INSTITUTIONAL	2,576	5%	45.5	\$18.16	1,733	67%
W22 - HUMAN SERVICES	9,182	17%	46.0	\$24.20	6,681	73%
W41 - ADMINISTRATIVE SUPPORT	7,625	14%	46.0	\$18.35	5,410	71%
Y23 - BUSINESS & ADMINISTRATION	4,475	8%	46.3	\$28.00	3,377	75%
Y50 - PENDING UNIT ASSIGNMENT	5	0%	43.4	\$21.09	3	60%
Y51 - SUPERVISORY	6,681	12%	49.0	\$29.65	6,308	94%
Y52 - NONCAREER	403	1%	24.5	\$12.51	1	0%
Y98 - MANAGERIAL	1,719	3%	51.3	\$43.18	1,498	87%
Y99 - CONFIDENTIAL	2,106	4%	46.8	\$24.54	1,695	80%
<b>STATEWIDE TOTAL</b>	<b>55,090</b>	<b>100%</b>	<b>45.0</b>	<b>\$23.61</b>	<b>41,292</b>	<b>75%</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

**ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT**  
**PAY PERIOD ENDING JUNE 17, 2006**

		Health Insurance							Dental Insurance						Vision Insurance	
		Total Employees	State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventive Dental	%	State Sponsored Vision	%
W41	ADMINISTRATIVE SUPPORT	7,124	3,292	46%	3,262	46%	92	1%	6,420	90%	250	4%	25	0%	6,711	94%
Y23	BUSINESS & ADMINISTRATION	4,472	1,810	40%	2,270	51%	79	2%	4,030	90%	150	3%	20	0%	4,213	94%
Y99	CONFIDENTIAL	2,096	813	39%	1,062	51%	30	1%	1,879	90%	50	2%	1	0%	1,928	92%
W22	HUMAN SERVICES	9,129	5,315	58%	3,160	35%	109	1%	8,345	91%	277	3%	44	0%	8,681	95%
E42	HUMAN SERVICES SUPPORT	829	535	65%	239	29%	8	1%	752	91%	39	5%	1	0%	795	96%
U11	INSTITUTIONAL	2,556	1,651	65%	758	30%	13	1%	2,394	94%	35	1%	4	0%	2,436	95%
A31	LABOR AND TRADES	2,552	1,472	58%	907	36%	23	1%	2,388	94%	8	0%	8	0%	2,403	94%
Y98	MANAGERIAL	1,719	882	51%	725	42%	13	1%	1,616	94%	24	1%	4	0%	1,645	96%
Y52	NONCAREER	1	1	100%	0	0%	0	0%	1	100%	0	0%	0	0%	1	100
Y50	PENDING UNIT ASSIGNMENT	5	0	0%	5	100%	0	0%	5	100%	0	0%	0	0%	5	100
A02	SAFETY & REGULATORY	1,424	980	69%	311	22%	25	2%	1,296	91%	13	1%	10	1%	1,326	93%
H21	SCIENTIFIC & ENGINEERING	2,262	1,202	53%	905	40%	35	2%	2,095	93%	49	2%	14	1%	2,174	96%
C12	SECURITY	8,958	5,582	62%	2,958	33%	52	1%	8,453	94%	167	2%	16	0%	8,639	96%
T01	STATE POLICE ENLISTED	1,569	1,423	91%	112	7%	4	0%	1,535	98%	4	0%	0	0%	1,539	98%
Y51	SUPERVISORY	6,679	3,732	56%	2,496	37%	81	1%	6,219	93%	122	2%	19	0%	6,364	95%
L32	TECHNICAL	1,034	595	58%	375	36%	16	2%	968	94%	24	2%	5	0%	999	97%
STATEWIDE TOTALS:		52,409	29,285	56%	19,545	37%	580	1%	48,396	92%	1,212	2%	171	0%	49,859	95%

**NOTE:** This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers compensation in primary positions only.

**ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT**  
**PAY PERIOD ENDING JUNE 17, 2006**

		Disability Insurance					Life Insurance				Long Term Care Insurance	
Bargaining Unit		Total Employees	CMI	%	Reliastar	%	United of Omaha	%	United Of Omaha Reduced Life	%	Met Life	%
W41	ADMINISTRATIVE SUPPORT	7,124	6,404	90%	133	2%	6,715	94%	391	5%	731	10%
Y23	BUSINESS & ADMINISTRATION	4,472	3,854	86%	49	1%	4,136	92%	320	7%	869	19%
Y99	CONFIDENTIAL	2,096	1,902	91%	25	1%	1,970	94%	120	6%	412	20%
W22	HUMAN SERVICES	9,129	8,373	92%	0	0%	8,579	94%	547	6%	1,107	12%
E42	HUMAN SERVICES SUPPORT	829	679	82%	0	0%	770	93%	58	7%	58	7%
U11	INSTITUTIONAL	2,556	2,288	90%	1	0%	2,477	97%	80	3%	74	3%
A31	LABOR AND TRADES	2,552	2,279	89%	17	1%	2,445	96%	103	4%	132	5%
Y98	MANAGERIAL	1,719	1,567	91%	38	2%	1,630	95%	87	5%	478	28%
Y52	NONCAREER	1	0	0%	0	0%	1	100%	0	0%	0	0%
Y50	PENDING UNIT ASSIGNMENT	5	6	120%	0	0%	5	100%	0	0%	1	20%
A02	SAFETY & REGULATORY	1,424	1,211	85%	90	6%	1,332	94%	84	6%	97	7%
H21	SCIENTIFIC & ENGINEERING	2,262	1,863	82%	24	1%	2,072	92%	187	8%	285	13%
C12	SECURITY	8,958	8,523	95%	0	0%	8,713	97%	256	3%	238	3%
T01	STATE POLICE ENLISTED	1,569	1,455	93%	1,111	71%	1,528	97%	32	2%	93	6%
Y51	SUPERVISORY	6,679	6,407	96%	216	3%	6,449	97%	224	3%	1,097	16%
L32	TECHNICAL	1,034	875	85%	20	2%	947	92%	85	8%	88	9%
<b>STATEWIDE TOTALS:</b>		<b>52,409</b>	<b>47,686</b>	<b>91%</b>	<b>1,724</b>	<b>3%</b>	<b>49,769</b>	<b>95%</b>	<b>2,574</b>	<b>5%</b>	<b>5,760</b>	<b>11%</b>

**NOTE:** This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers compensation in primary positions only.

# BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay Period Number: 13 Ending June 17, 2006

## EXCLUSIVELY REPRESENTED EMPLOYEES

Department		No. of Employees	A02 Safety & Regulation	A31 Labor & Trades	C12 Security	E42 Human Services Support	H21 Scientific & Engineering	L32 Technical	T01 State Police Enlisted	U11 Institutional	W22 Human Services	W41 Administrative Support	Total Exclusively Represented
AGRICULTURE	79	576	27	45	0	0	234	19	0	0	0	92	417
ATTORNEY GENERAL	11	533	31	2	0	0	0	0	0	0	0	114	147
AUDITOR GENERAL	03	148	0	2	0	0	0	0	0	0	0	2	4
CIVIL RIGHTS	15	126	0	0	0	0	0	0	0	0	60	15	75
CIVIL SERVICE	19	213	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	4,323	42	117	199	0	140	48	0	1,132	687	604	2,969
CORRECTIONS	47	16,416	11	839	8,694	0	13	100	0	548	2,056	1,230	13,491
EDUCATION	31	367	2	12	0	1	0	0	0	24	107	83	229
ENVIRONMENTAL QUALITY	76	1,518	33	2	0	0	840	57	0	0	1	213	1,146
EXECUTIVE OFFICE	01	47	0	0	0	0	0	0	0	0	0	0	0
HISTORY ARTS AND LIBRARIES	25	261	26	42	0	0	7	3	0	0	51	51	180
HUMAN SERVICES	43	9,798	186	66	0	62	4	4	0	349	5,736	1,313	7,720
INFORMATION TECHNOLOGY	08	1,753	0	29	0	0	5	57	0	0	0	269	360
LABOR & ECONOMIC GROWTH	64	4,362	276	76	0	766	88	8	0	22	379	884	2,499
MANAGEMENT & BUDGET	07	1,022	5	289	0	0	34	13	0	0	2	138	481
MILITARY AFFAIRS	51	962	32	173	0	0	18	10	0	457	26	58	774
NATURAL RESOURCES	75	3,076	543	1,303	0	0	254	201	0	11	58	241	2,611
STATE	23	1,814	26	23	0	0	0	1	0	0	1	1,193	1,244
STATE POLICE	55	2,710	171	25	0	0	80	29	1,561	5	0	311	2,182
TRANSPORTATION	59	3,319	59	793	0	0	546	802	0	0	2	271	2,473
TREASURY	27	1,600	11	9	0	0	3	1	0	0	3	542	569
<b>Grand Total:</b>		<b>54,944</b>	<b>1,481</b>	<b>3,847</b>	<b>8,893</b>	<b>829</b>	<b>2,266</b>	<b>1,353</b>	<b>1,561</b>	<b>2,548</b>	<b>9,169</b>	<b>7,624</b>	<b>39,571</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

# BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay Period Number: 13 Ending June 17, 2006

## NON-EXCLUSIVELY REPRESENTED EMPLOYEES

Department		No. of Employees	Y23 Business & Administrative	Y99 Confidential	Y98 Managerial	Y52 Non-Career	Y00/Y50 Pending Assignment	Y51 Supervisory	Total Non-Exclusively Represented
AGRICULTURE	79	576	31	21	21	11	0	75	159
ATTORNEY GENERAL	11	533	25	53	296	0	1	11	386
AUDITOR GENERAL	03	148	0	67	27	9	0	41	144
CIVIL RIGHTS	15	126	2	20	11	1	0	17	51
CIVIL SERVICE	19	213	0	170	21	7	0	15	213
COMMUNITY HEALTH	39	4,323	429	142	176	18	2	587	1,354
CORRECTIONS	47	16,416	153	289	154	6	0	2,323	2,925
EDUCATION	31	367	55	32	19	1	0	31	138
ENVIRONMENTAL QUALITY	76	1,518	63	46	21	58	0	184	372
EXECUTIVE OFFICE	01	47	0	40	0	7	0	0	47
HISTORY ARTS AND LIBRARIES	25	261	20	13	21	6	0	21	81
HUMAN SERVICES	43	9,798	399	372	186	2	0	1,119	2,078
INFORMATION TECHNOLOGY	08	1,753	1,022	68	84	40	0	179	1,393
LABOR & ECONOMIC GROWTH	64	4,362	917	222	245	83	1	395	1,863
MANAGEMENT & BUDGET	07	1,022	168	147	67	39	0	120	541
MILITARY AFFAIRS	51	962	21	26	16	2	0	123	188
NATURAL RESOURCES	75	3,076	78	48	54	14	0	271	465
STATE	23	1,814	146	73	51	15	0	285	570
STATE POLICE	55	2,710	115	53	50	2	1	307	528
TRANSPORTATION	59	3,319	194	135	85	54	0	378	846
TREASURY	27	1,600	636	68	114	28	0	185	1,031
<b>Grand Total:</b>		<b>54,944</b>	<b>4,474</b>	<b>2,105</b>	<b>1,719</b>	<b>403</b>	<b>5</b>	<b>6,667</b>	<b>15,373</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

## **GLOSSARY**

## **GLOSSARY**

**American Indian or Alaskan Native** - Persons having origins in any of the original people of North America, and who maintain cultural identification through tribal affiliation or community recognition. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Asian or Pacific Islander** - Persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Average** - The figure obtained by dividing the sum total of a set of data by the number of figures in the set of data. In this report, the average has been used synonymously with mean.

**Black (Not of Hispanic Origin)** - Persons having origins in any of the Black racial groups of Africa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Career Appointment** - An indefinite appointment expected to last the equivalent of 90 full-time workdays or more in a calendar year is career employment.

**Civil Service Positions** - Positions as defined in the classified service.

**Classified Employee** - Any employee of the State of Michigan over which the Civil Service Commission has jurisdiction pursuant to the State Constitution.

**Classified Service** - The Michigan State classified civil service.

**Compensation** - Pay and benefits received by an employee for work performed.

**Disability** - Disability means any of the following:

- (1) A determinable physical or mental characteristic of a person, which may result from disease, injury, congenital condition of birth, or functional disorder, if the characteristic:
  - (A) Substantially limits one or more of the major life activities of the person, and
  - (B) Is unrelated to (1) the person's ability to perform the duties of a particular job or position or (2) the person's qualifications for employment or promotion.
- (2) A history of a determinable physical or mental characteristic.
- (3) Being regarded as having a determinable physical or mental characteristic.

### **Employee Status Code Descriptions (active employees):**

**AA**: Full-time (Classified)  
**AB**: Part-time (Classified)  
**AC**: Permanent Intermittent (Classified)  
**AD**: Limited Term (Classified)  
**AE**: Seasonal (Classified)  
**AF**: Unclassified  
**AP**: Workers Compensation  
**AQ**: Non Career/Per Diem  
**AR**: Special Personal Services (Unclassified)

**Filled Position** - A position in which a person is presently working.

**Fiscal Year** - October 1 of a given year through September 30 of the next year. (Prior to fiscal year 1975-76, the fiscal year was July 1 - June 30. Transition fiscal year 1975-76 was 15 months long.)

**Full Time Employee** - Those employees scheduled to work 80 hours biweekly full-time.

**General Fund** - The major operating fund of the state receiving all tax receipts and other types of revenue not specified by law to be placed in special funds.

**Hispanic** - Persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Hourly Employees** - Those employees scheduled to work less than 80 hours biweekly, paid hourly.

**HRMN** - Human Resources Management Network (HRMN) means the integrated network delivering payroll, personnel, and employee benefits functionality and data exchange among agencies and third parties. Stage I of HRMN implementation took place in March 2001 replacing PPRISM.

**Indefinite Appointment** - A career appointment with no fixed ending date at the time of appointment.

**Intermittent Employee** - Those employees scheduled to work on an on-call or periodic basis due to demand and workflow. These employees may work an hourly or full-time schedule within an 80-hour biweekly pay period.

**Job Category** - Eight standard job categories from the Federal Equal Employment Opportunity Commission, used by state and local governments in reporting statistics to the federal government. These are as follows:

**01: Officials and Administrators** - Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads; bureau chiefs; division chiefs; directors; deputy directors; controllers; wardens; superintendents; sheriffs; police and fire chiefs and inspectors; examiners (bank, hearing, motor vehicle, warehouse); inspectors (construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation); assessors; tax appraisers and investigators; coroners; farm managers; and kindred workers.

**02: Professionals** - Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

**03: Technicians** - Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers; drafters; survey and mapping technicians; licensed practical nurses; photographers; radio operators; technical illustrators; highway technicians; technicians (medical, dental, electronic, physical sciences); police and fire sergeants; inspectors (production or processing inspectors, testers and weighers); and kindred workers.

**04: Protective Service Workers** - Occupations in which workers are entrusted with public safety, security, and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.



**05: Paraprofessionals** - Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Included: research assistants, medical aids, child support workers, policy auxiliary welfare service aids, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

**06: Office and Clerical** - Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

**07: Skilled Craft Workers** - Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

**08: Service/Maintenance Workers** - Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.

**Job-Share Employee** - Those employees scheduled to share a portion of an 80-hour biweekly schedule with one or more other positions that in aggregate perform the duties of a single full-time position (as defined by Civil Service and Management and Budget in the joint letter of 12/26/85)

**Limited Term Employee** - Those employees hired with a fixed appointment expiration date. These employees are entitled to fringe benefits providing they meet specified eligibility requirements.

**MAIN** - Michigan Administrative Information Network - established in 1992 to develop, implement, and operate a fully integrated, automated administrative management information system for the State of Michigan.

**Median** - A value that represents the point at which half the items in a data set are greater than or equal to it and half are less than or equal to it.

**MIDB** - Management Information Data Base.

**Non-Career Employee** - Those employees hired on a non-career basis to work 719 hours or less in a calendar year. These employees are not entitled to fringe benefits.

**Pay Range** - A number that designates the range of pay rates or single pay received by a job class.

**Pay Step** - A pay level within a pay range.

**Position** - A classified job identified by its respective duties and responsibilities.

**Primary Position** - The level one position in HRMN which determines the employee's status and benefits eligibility.

**Principal Department** - One of not more than 20 executive branch departments provided for by article 5, section 2, of the constitution.

**PPRISM** - The statewide computer system of employee personnel and payroll transactions. PPRISM is an acronym for Personnel/PayRoll Information System for Michigan. Phase I of PPRISM's implementation took place in June 1987. Phase II of PPRISM's implementation took place in June 1990. PPRISM was replaced by HRMN (Human Resources Management Network) in March 2001.

**Process Level** - A HRMN term that represents principal department, autonomous entity, or agency of convenience.

**Recall List** - An employment list of persons who have been laid off, transferred, or demoted for reasons of administrative efficiency, lack of work, or absence of sufficient funds.

**Seasonal Employee** - Those employees scheduled to work according to seasonal department work schedules. These employees may work 80 hours biweekly during certain periods of the year.

**Special Personal Services Employee** - A contractor who is an employee of a state agency and who is not a classified employee, an exempt employee, or an excepted employee.

**Turnover Separation** - All separations, whether voluntary or involuntary, except as follows: expired appointments (those hired with a fixed expiration date at time of hire) and laid-off employees (who are not considered separated until return rights have been exhausted).

**Unclassified Employee** - An employee working in a position exempted or excepted from the classified service pursuant to the State Constitution (e.g., elected officials, heads of principal departments, members of boards and commissions, employees of the legislature, employees of courts of record, etc.).

**Unit Designations** - A combination of union and unit codes is assigned to each classified position. The union code identifies the employee organization that by election process has won recognition as the exclusive bargaining agent for the unit. The unit code represents a particular grouping of job classifications having related duties as established by the definition of the unit. Generally, most positions in a class will have the same unit code. However, the nature of some positions will require their exclusion from the unit. In instances where this exclusion occurs, secondary class codes have been established to accommodate those positions excluded from the unit. Following are definitions of Union and Unit Codes:

#### **Union Codes**

- A** Michigan State Employees Association (MSEA), and Police Officers Association of Michigan (POAM)
- C** Michigan Corrections Organization (MCO)
- E** Local 31-M, Service Employees International Union, AFL-CIO (SEIU)
- H** Michigan Public Employees (MPES)
- L** United Technical Employees Association (UTEA)
- T** Michigan State Police Troopers Association (MSPTA)
- U** American Federation of State, County, and Municipal Employees, Council 25, AFL-CIO (AFSCME)
- W** United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW)
- Y** No Exclusive Employee Organization Representation
- Z** Unclassified - No Exclusive Employee Organization

<b>Unit Code</b>	<b>Unit</b>
<b>01</b>	<b><u>State Police Enlisted Unit</u></b> This unit consists of all non-supervisory enlisted positions, including sergeants, in the Michigan State Police.
<b>02</b>	<b><u>Safety and Regulatory Unit</u></b> Employees in this unit are involved in one or more of the following activities: conducting inspections or investigations designed to detect violations of federal or state statutes, rules, regulations; enforcing these rules, regulations, or statutes; appraising the grade, condition, or sanitation of food, objects, activities, or procedures; protection of person, buildings, grounds, or natural resources.
<b>11</b>	<b><u>Institutional Unit</u></b> This unit includes all non-professional classifications, which provide indirect or direct services to patients or residents of state facilities, excluding correctional security classifications.
<b>12</b>	<b><u>Security Unit</u></b> The Security Unit includes non-professional employees involved in direct custody and treatment of inmates under the supervision of the Department of Corrections and residents of state facilities for the criminally insane.
<b>21</b>	<b><u>Scientific and Engineering Unit</u></b> Employees in this unit perform work in the areas of physical and biological sciences or in the field of engineering or architecture through applying principles, theories, practices, and methods generally learned through a four-year or advanced post-secondary course of study.
<b>22</b>	<b><u>Human Services Unit</u></b> Employees in this unit perform work in the areas of counseling, education, rehabilitation, and other assistance for the socially disabled or disadvantaged through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.
<b>23</b>	<b><u>Business and Administrative Unit</u></b> Employees in this unit perform work in such areas as personnel, accounting, training, auditing, commercial, and business fields, information, and other fields related to business, commercial, and administrative support, through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.
<b>31</b>	<b><u>Labor and Trades Unit</u></b> Employees in this unit perform skilled and semi-skilled trades work as well as general labor activities.
<b>32</b>	<b><u>Technical Unit</u></b> Employees in this unit provide support services in the area of science and engineering.
<b>41</b>	<b><u>Administrative Support Unit</u></b> This unit includes all occupational groupings engaged in preparing, transcribing, recording, filing, systematizing, maintaining, and routinely dispensing of records, reports, communications, and information by manual process and by operating various office machines and equipment. Also, this unit includes employees who use work products from clerical classifications and exercise judgment in the application of statutes, rules, regulations, or policies including positions supporting business and administrative activities.
<b>42</b>	<b><u>Human Services Support Unit</u></b> This unit consists of classifications engaged in delivery of paraprofessional human services to the citizens of the State.
<b>50</b>	<b><u>Pending Unit Assignment</u></b> Employees in positions in classifications that are pending unit assignment.

**51      Supervisory Unit**

Employees in this unit have the authority to hire, assign, transfer, discipline for cause, lay off, recall, promote, reallocate, or evaluate other employees, or responsibility to direct them, or to adjust their grievances, or effectively recommend such actions if in connection with the foregoing. The exercise of such authority is not of a merely routine or clerical nature but rather requires the use of independent judgment.

**52      Non-Career**

Employees in non-career classes that are ineligible for collective bargaining (e.g., student assistants).

**98      Managerial Unit**

The Managerial Unit is made up of employees who: (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who administer and carry out policies and programs of such principal departments or subdivisions; or manage, administer, and control local branch offices of principal departments, including the physical, financial, and/or personnel resources thereof, in order to carry out the mission of the agency; or (c) represent or advise management in legal matters; or (d) adjudicate disputes involving employees or mediate labor management relations in the public or private sector; or (e) who may reasonably be required on behalf of the State Employer or the departmental employer to assist in the preparation for conduct of negotiations with employees; or (f) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

**99      Confidential Unit**

Confidential employees are those who assist in a confidence capacity, persons who (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who may reasonably be required on behalf of the State Employer or the Departmental Employer to assist in the preparation for conduct of negotiations with employees; or (c) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

**Vacant Position** - A position that is unfilled.

**White (Not of Hispanic Origin)** - Persons having origins in any of the original peoples of Europe, North Africa, or the Middle East. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Workforce** - Those persons employed in the classified service by the state of Michigan.